

**DAAE07-03-R-L503  
ATTACHMENT IV  
DEPARTMENT OF LABOR  
WAGE DETERMINATIONS**

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WAGE DETERMINATION NO: 94-2274 REV (19) AREA: MI,DETROIT

WAGE DETERMINATION NO: 94-2274 REV (19) AREA: MI,DETROIT

REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

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WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2274

Revision No.: 19

Date Of Last Revision: 06/05/2002

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.01
Accounting Clerk II	11.21
Accounting Clerk III	14.40
Accounting Clerk IV	18.41
Court Reporter	15.65
Dispatcher, Motor Vehicle	15.65
Document Preparation Clerk	13.61
Duplicating Machine Operator	13.06
Film/Tape Librarian	13.06
General Clerk I	9.08
General Clerk II	10.10
General Clerk III	13.25
General Clerk IV	13.48
Housing Referral Assistant	16.59
Key Entry Operator I	10.63
Key Entry Operator II	13.70
Messenger (Courier)	11.21
Order Clerk I	11.57
Order Clerk II	15.69
Personnel Assistant (Employment) I	13.41
Personnel Assistant (Employment) II	15.07
Personnel Assistant (Employment) III	17.58
Personnel Assistant (Employment) IV	19.61
Production Control Clerk	18.00
Rental Clerk	13.68
Scheduler, Maintenance	13.68
Secretary I	14.78
Secretary II	16.05
Secretary III	18.00
Secretary IV	20.62
Secretary V	23.27
Service Order Dispatcher	15.02
Stenographer I	13.36
Stenographer II	15.02

Supply Technician	18.91
Survey Worker (Interviewer)	15.65
Switchboard Operator-Receptionist	11.03
Test Examiner	15.65
Test Proctor	15.65
Travel Clerk I	10.50
Travel Clerk II	11.39
Travel Clerk III	12.33
Word Processor I	11.13
Word Processor II	13.71
Word Processor III	18.81
Automatic Data Processing Occupations	
Computer Data Librarian	13.07
Computer Operator I	13.34
Computer Operator II	13.88
Computer Operator III	16.74
Computer Operator IV	19.67
Computer Operator V	21.80
Computer Programmer I (1)	16.32
Computer Programmer II (1)	23.32
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	15.36
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	23.13
Automotive Glass Installer	21.67
Automotive Worker	21.67
Electrician, Automotive	22.41
Mobile Equipment Servicer	20.27
Motor Equipment Metal Mechanic	23.13
Motor Equipment Metal Worker	21.67
Motor Vehicle Mechanic	23.13
Motor Vehicle Mechanic Helper	19.56
Motor Vehicle Upholstery Worker	20.96
Motor Vehicle Wrecker	21.67
Painter, Automotive	22.41
Radiator Repair Specialist	21.67
Tire Repairer	19.58
Transmission Repair Specialist	23.13
Food Preparation and Service Occupations	
Baker	14.94
Cook I	13.96
Cook II	14.94
Dishwasher	11.64
Food Service Worker	11.64
Meat Cutter	15.50
Waiter/Waitress	12.36
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	21.31
Furniture Handler	17.09
Furniture Refinisher	21.31
Furniture Refinisher Helper	18.64
Furniture Repairer, Minor	19.98
Upholsterer	21.31

General Services and Support Occupations	
Cleaner, Vehicles	11.64
Elevator Operator	13.04
Gardener	15.80
House Keeping Aid I	11.04
House Keeping Aid II	12.18
Janitor	13.05
Laborer, Grounds Maintenance	13.99
Maid or Houseman	11.03
Pest Controller	15.47
Refuse Collector	13.32
Tractor Operator	14.72
Window Cleaner	13.85
Health Occupations	
Dental Assistant	12.60
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.27
Licensed Practical Nurse I	12.79
Licensed Practical Nurse II	14.37
Licensed Practical Nurse III	16.08
Medical Assistant	11.77
Medical Laboratory Technician	15.71
Medical Record Clerk	12.03
Medical Record Technician	15.98
Nursing Assistant I	8.58
Nursing Assistant II	9.63
Nursing Assistant III	12.91
Nursing Assistant IV	14.40
Pharmacy Technician	13.35
Phlebotomist	12.53
Registered Nurse I	19.31
Registered Nurse II	23.63
Registered Nurse II, Specialist	23.63
Registered Nurse III	27.14
Registered Nurse III, Anesthetist	27.14
Registered Nurse IV	31.89
Information and Arts Occupations	
Audiovisual Librarian	20.80
Exhibits Specialist I	18.68
Exhibits Specialist II	24.19
Exhibits Specialist III	28.05
Illustrator I	18.68
Illustrator II	24.19
Illustrator III	28.05
Librarian	26.36
Library Technician	13.33
Photographer I	16.52
Photographer II	20.75
Photographer III	26.88
Photographer IV	31.16
Photographer V	35.09
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.12
Counter Attendant	8.12
Dry Cleaner	11.03
Finisher, Flatwork, Machine	8.12
Presser, Hand	8.12
Presser, Machine, Drycleaning	8.12

Presser, Machine, Shirts	8.12
Presser, Machine, Wearing Apparel, Laundry	8.12
Sewing Machine Operator	12.01
Tailor	12.98
Washer, Machine	9.09
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	21.64
Tool and Die Maker	25.76
Material Handling and Packing Occupations	
Forklift Operator	19.36
Fuel Distribution System Operator	18.80
Material Coordinator	23.53
Material Expediter	23.53
Material Handling Laborer	18.05
Order Filler	12.52
Production Line Worker (Food Processing)	16.96
Shipping Packer	14.23
Shipping/Receiving Clerk	13.31
Stock Clerk (Shelf Stocker; Store Worker II)	16.90
Store Worker I	13.44
Tools and Parts Attendant	19.56
Warehouse Specialist	16.96
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.60
Aircraft Mechanic Helper	17.43
Aircraft Quality Control Inspector	23.37
Aircraft Servicer	18.66
Aircraft Worker	19.32
Appliance Mechanic	21.31
Bicycle Repairer	18.66
Cable Splicer	22.81
Carpenter, Maintenance	25.10
Carpet Layer	20.64
Electrician, Maintenance	25.90
Electronics Technician, Maintenance I	17.08
Electronics Technician, Maintenance II	24.57
Electronics Technician, Maintenance III	26.62
Fabric Worker	21.97
Fire Alarm System Mechanic	22.20
Fire Extinguisher Repairer	19.31
Fuel Distribution System Mechanic	22.20
General Maintenance Worker	20.64
Heating, Refrigeration and Air Conditioning Mechanic	22.20
Heavy Equipment Mechanic	22.20
Heavy Equipment Operator	22.20
Instrument Mechanic	22.20
Laborer	14.31
Locksmith	21.31
Machinery Maintenance Mechanic	24.78
Machinist, Maintenance	23.13
Maintenance Trades Helper	18.73
Millwright	25.22
Office Appliance Repairer	21.31
Painter, Aircraft	23.77
Painter, Maintenance	24.03
Pipefitter, Maintenance	29.11
Plumber, Maintenance	26.16

Pneudraulic Systems Mechanic	22.20
Rigger	22.20
Scale Mechanic	20.64
Sheet-Metal Worker, Maintenance	23.68
Small Engine Mechanic	20.64
Telecommunication Mechanic I	23.69
Telecommunication Mechanic II	24.39
Telephone Lineman	22.20
Welder, Combination, Maintenance	23.68
Well Driller	22.20
Woodcraft Worker	23.31
Woodworker	19.31
Miscellaneous Occupations	
Animal Caretaker	12.98
Carnival Equipment Operator	13.47
Carnival Equipment Repairer	13.95
Carnival Worker	11.64
Cashier	8.36
Desk Clerk	9.42
Embalmer	20.83
Lifeguard	9.95
Mortician	24.19
Park Attendant (Aide)	12.50
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.03
Recreation Specialist	13.05
Recycling Worker	15.41
Sales Clerk	10.46
School Crossing Guard (Crosswalk Attendant)	11.64
Sport Official	9.23
Survey Party Chief (Chief of Party)	16.99
Surveying Aide	8.83
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.52
Swimming Pool Operator	14.94
Vending Machine Attendant	11.06
Vending Machine Repairer	13.90
Vending Machine Repairer Helper	11.06
Personal Needs Occupations	
Child Care Attendant	9.42
Child Care Center Clerk	13.52
Chore Aid	11.03
Homemaker	12.75
Plant and System Operation Occupations	
Boiler Tender	24.31
Sewage Plant Operator	22.55
Stationary Engineer	24.31
Ventilation Equipment Tender	18.64
Water Treatment Plant Operator	21.31
Protective Service Occupations	
Alarm Monitor	15.61
Corrections Officer	17.27
Court Security Officer	18.22
Detention Officer	17.93
Firefighter	16.53
Guard I	9.77
Guard II	15.62
Police Officer	20.86
Stevedoring/Longshoremen Occupations	

Blocker and Bracer	19.29
Hatch Tender	19.29
Line Handler	19.29
Stevedore I	18.66
Stevedore II	19.94
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.79
Air Traffic Control Specialist, Station (2)	20.55
Air Traffic Control Specialist, Terminal (2)	22.63
Archeological Technician I	18.57
Archeological Technician II	20.77
Archeological Technician III	25.74
Cartographic Technician	19.67
Civil Engineering Technician	25.74
Computer Based Training (CBT) Specialist/ Instructor	27.19
Drafter I	12.06
Drafter II	14.87
Drafter III	18.68
Drafter IV	25.74
Engineering Technician I	11.95
Engineering Technician II	16.99
Engineering Technician III	21.57
Engineering Technician IV	25.74
Engineering Technician V	29.76
Engineering Technician VI	31.83
Environmental Technician	20.68
Flight Simulator/Instructor (Pilot)	28.10
Graphic Artist	25.30
Instructor	27.20
Laboratory Technician	18.99
Mathematical Technician	25.74
Paralegal/Legal Assistant I	18.29
Paralegal/Legal Assistant II	20.30
Paralegal/Legal Assistant III	24.84
Paralegal/Legal Assistant IV	29.99
Photooptics Technician	24.87
Technical Writer	24.97
Unexploded (UXO) Safety Escort	18.94
Unexploded (UXO) Sweep Personnel	18.94
Unexploded Ordnance (UXO) Technician I	18.94
Unexploded Ordnance (UXO) Technician II	22.91
Unexploded Ordnance (UXO) Technician III	27.46
Weather Observer, Combined Upper Air and Surface Programs (3)	15.94
Weather Observer, Senior (3)	17.72
Weather Observer, Upper Air (3)	15.94
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.79
Parking and Lot Attendant	10.36
Shuttle Bus Driver	15.71
Taxi Driver	12.42
Truckdriver, Heavy Truck	21.21
Truckdriver, Light Truck	11.63
Truckdriver, Medium Truck	18.16
Truckdriver, Tractor-Trailer	21.85

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours

worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3

weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span

of continuous service with the present contractor or successor, wherever employed, and with

the predecessor contractors in the performance of similar work at the same Federal

facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King

Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus

Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for

any of the named holidays another day off with pay in accordance with a plan communicated

to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as

numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed

in a position that represents a high degree of hazard when working with or in close

proximity to ordinance, explosives, and incendiary materials. This includes work such as



screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-

house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents

a low degree of hazard when working with, or in close proximity to ordnance, (or employees

possibly adjacent to) explosives and incendiary materials which involves potential injury

such as laceration of hands, face, or arms of the employee engaged in the operation,

irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent

work area or equipment being used. All operations involving, unloading, storage, and

hauling of ordnance, explosive, and incendiary ordnance material other than small arms

ammunition. These differentials are only applicable to work that has been specifically

designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by

the terms of the Government contract, by the employer, by the state or local law, etc.),

the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such

uniforms is an expense that may not be borne by an employee where such cost reduces the

hourly rate below that required by the wage determination. The Department of Labor will

accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate

number of uniforms without cost or to reimburse employees for the actual cost of the

uniforms. In addition, where uniform cleaning and maintenance is made the responsibility

of the employee, all contractors and subcontractors subject to this wage determination

shall (in the absence of a bona fide collective bargaining agreement providing for a

different amount, or the furnishing of contrary affirmative proof as to the actual cost),

reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or

\$.67 cents per day). However, in those instances where the uniforms furnished are made of

"wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service

Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the

Third Supplement, dated March 1997, unless otherwise indicated. This publication may be

obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the

Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444

(SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not

listed herein and which is to be employed under the contract (i.e., the work to be

performed is not performed by any classification listed in the wage determination), be

classified by the contractor so as to provide a reasonable relationship (i.e., appropriate

level of skill comparison) between such unlisted classifications and the classifications

listed in the wage determination. Such conformed classes of employees shall be paid the

monetary wages and furnished the fringe benefits as are determined. Such conforming

process shall be initiated by the contractor prior to the performance of contract work by

such unlisted class(es) of employees. The conformed classification, wage rate, and/or

fringe benefits shall be retroactive to the commencement date of the contract. {See Section

4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF

1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation)

and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 2003-0012  
Revision No.: 1  
Date of Last Revision: 01/16/2003

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State: Michigan

Area: Michigan County of Macomb

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Employed on U.S. Army contract for base maintenance.

Collective Bargaining Agreement between Raytheon Technical Services Company and International Union of Operating Engineers, Local 547 AFL-CIO effective October 1, 2002 through September 30, 2006.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

AGREEMENT  
BETWEEN  
RAYTHEON TECHNICAL SERVICES  
COMPANY  
AND THE  
INTERNATIONAL UNION OF  
OPERATING ENGINEERS,  
LOCAL 547 - AFL-CIO

August 21, 2002  
Effective 10/1/2002 to 9/30/2006

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## **ARTICLE 1**

### **PURPOSE**

It is the purpose of this Agreement to promote and insure harmonious relations, cooperation and understanding between the Employer and the employees covered hereby, to ensure true collective bargaining and to establish standards of wages, hours, working conditions, and other conditions of employment.

Wherever reference is made to gender in this Agreement, the same shall be interpreted and construed as including both male and female.

## **ARTICLE 2**

### **UNION RECOGNITION**

A. The Employer hereby recognizes the Union as the sole and exclusive collective bargaining agent of the employees covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other terms and conditions of employment.

B. As specified by the National Labor Relations Board, in the Certification of Election of case number 7-RC-21475, the term "employees" as used herein shall include the following:

All full-time and regular part-time production and maintenance employees and factory clerical employees employed by the Employer at its facilities located at USA TACOM, Building 203, Warren, Michigan, and Selfridge ANGB, Building 970, Mount Clemens, Michigan; but excluding business office clerical employees, professional employees, technical employees, confidential employees, managerial employees, guards and supervisors as defined in the Act.

## **ARTICLE 3**

### **UNION SECURITY**

A. All employees employed in the bargaining unit, or who become employees in the bargaining unit, who are not already members of the Union, shall within ninety (90) calendar days of the effective date of the Agreement, or within ninety (90) calendar days of the date of hire by the Employer, whichever is later, become members of the Union as a condition of employment.

B. An employee who shall tender or authorize the deduction of initiation fees and membership dues uniformly required as a condition of acquiring or obtaining membership in the



Union, shall be deemed to meet the conditions of this Article so long as the employee is not more than ninety (90) calendar days in arrears of payment of such dues.

C. Employees who fail to comply with the conditions of this Article shall be discharged by the Employer within thirty (30) days after receipt of written notice of such default is delivered to the Employer by the Union. The Union shall indemnify the Company and save it harmless from any claim, loss, damage, cost or expense arising out of the discharge of any employee/or deductions made pursuant to this Article, and the Company shall not be required to make any investigation of, but shall be entitled to rely on any representation made by the Union with respect to the discharge of any employee for failure to comply with the requirements set forth in Section A and B of this Article. In the event it is determined by any proper judicial or quasi-judicial forum that any employee was improperly discharged or a deduction(s) improperly made by the Company acting on the Union's advice, the Union will indemnify and hold the Company harmless from any and all claims.

D. If any provision of this Article is invalid under Federal or State law, said provision shall be modified to comply with the requirements of said Federal or State law.

E. The Union agrees that it will make membership in the Union available to all employees covered by this Agreement on the same terms and conditions as are generally applicable to other members of the Union.

F. The Employer agrees that upon hiring any new employees who are covered by this Agreement, the Employer shall send a letter advising the Union of the name, date of hiring and Social Security number of the new employee.

#### **ARTICLE 4**

##### **CHECK-OFF**

The Employer shall deduct, from the pay of each employee from whom it receives an authorization to do so, the required amount for the payment of initiation fee and Union dues or Service fees. Such dues or fees, accompanied by a list of employees (including the Social Security numbers) from whom they have been deducted and the amount deducted from each, and by a list of employees who had authorized such deductions and from whom no deduction was made and the reason therefore, shall be forwarded to the Union office no later than the fifteenth (15<sup>th</sup>) of the month following the month in which such deductions were made.

Such dues, as and when deducted, shall be kept separate from the Employer's general funds, and shall be deemed trust funds.

Such fees will be authorized, levied and certified in accordance with the Constitution and By-laws of the International and the Local #547 IUOE. Each employee and the Union hereby authorize the Employer to rely upon and to honor certifications by the Financial Secretary of the Local Union, regarding the amounts to be deducted and the legality of the adopting action

specifying such amounts of Union dues or service fees, together with a copy of such authorization from Local #547 of the International Union of Operating Engineers, AFL-CIO.

## **ARTICLE 5**

### **NON-DISCRIMINATION**

It is a principle implicit in the relationships of the Company and the Union that no employee or applicant for employment will be discriminated against because of such individual's race, color, religion, sex, age, disability, or national origin. The Union recognizes the company's obligations under Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Assistance Act of 1974, and the Americans with Disabilities Act of 1990, and pledges its full cooperation in assisting the Company to fulfill these obligations provided that in such cooperation it does not violate the terms and conditions of the Collective Bargaining Agreement.

## **ARTICLE 6**

### **MANAGEMENT'S RIGHTS**

Except as otherwise expressly and specifically provided in this Agreement, the Union recognizes and agrees that the supervision, management and control of the Company's business, operations, working force and plant are exclusively vested in the management of the Company. Without limiting the generality of the foregoing, the Union recognizes and agrees that the right to plan, direct and control the Company's business, methods, operations and working force; to hire, promote, transfer and lay off employees and, lawfully and for just and proper cause, to demote, discipline, suspend or discharge employees; and the right to determine the hours and schedules of work, the work tasks and standards of performance for employees, and the right to change, relocate, abandon or discontinue any production, services, methods or facilities; or to introduce new or improved materials, methods or facilities, and to purchase or otherwise acquire and to utilize materials and services from such sources as is deemed desirable by the Company, is vested exclusively in the management of the Company. The foregoing shall not be taken, however, as a limitation upon the rights of the Union to represent the employees covered hereby in the procedures provided in this Agreement.

## **ARTICLE 7**

### **VISITATION**

Upon request by the Union and the presentation of proper credentials, officers or accredited representatives of the Union shall be admitted to the Employer premises during working hours for the purpose of ascertaining whether or not this Agreement is being observed

by the parties, or for assisting in the adjusting of grievances, provided that said observation shall not disrupt orderly operations.

## **ARTICLE 8**

### **STEWARDS**

A. Employees may be represented by one (1) chief steward and one (1) steward, whose identity shall be made known to the Employer. One should come from each of the two locations. In addition, the Company agrees to recognize two alternate stewards who shall act only in the absence of the stewards.

B. Any new employee shall be introduced to the chief steward at the earliest opportunity, or the steward shall be supplied the following information within the employee's first week of employment: name, address, Social Security number, classification, job location and shift assignment.

C. The steward, during his working hours, without loss of time or pay, may investigate and present grievances to the Employer, after arrangements have been made with their supervisor, which arrangements shall not be unreasonably withheld. This privilege shall not be abused.

D. During his term of office the chief steward shall be deemed to head the seniority list for the purpose of shift preference, lay-off and recall only; provided he is qualified to do the required work. Upon termination of his term, he shall be returned to his regular seniority status.

## **ARTICLE 9**

### **SAFETY**

- A. The Company has endeavored to plan its operation so that employees will not be subjected to unreasonable risks of accidents or health hazards. The Company and the Union will cooperate in the objective of eliminating accidents and health hazards.
- B. The Chief Steward shall be the employee representative in the handling of complaints or inspections under the Occupational Safety and Health Act of 1970.
- C. The Company agrees to maintain a program of safety education to develop a safety awareness within its employees. The Union agrees to cooperate and consult with the Company in this training effort.
- D. All employees shall comply at all times with established safety procedures as defined in the Raytheon Company 'Safety Manual', and any revision thereof; appendix or

addendum thereto. Failure to comply may result in disciplinary action. Any revision of these policies will be communicated to the union and employees.

- E. Personal Protective Equipment will be issued to employees in accordance with OSHA regulations.
  - a. Safety Shoes – When approved by Management, employees in appropriate classifications will be provided shoes annually or upon proof when replacement is warranted, not to exceed \$100.
  - b. Safety Glasses – When approved by Management, employees in appropriate classifications will be provided prescription safety glasses in accordance with the provisions of the Vision Benefit Plan.

## **ARTICLE 10**

### **JURISDICTION**

Employees not covered by the terms of this Agreement will not perform the duties of employees in the bargaining unit, except in emergency situations, or for the purpose of instructing, experimentation or to satisfy contractual requirements. Supervisors or other non-represented employees are not to perform any bargaining unit work solely to prevent a bargaining employee from earning overtime. The Company shall retain its practice of utilizing temporary employees.

## **ARTICLE 11**

### **SENIORITY**

A. A newly hired employee, or an employee upon entry into the bargaining unit, shall be on a probationary status for ninety (90) calendar days taken from and including the first day of employment. If at any time prior to the completion of the ninety (90) calendar day probationary period the employee's work performance is unsatisfactory, he may be dismissed by the Employer during this period without appeal by the Union. Probationary employees who are absent during the first ninety (90) calendar days of employment shall work additional days equal to the number of days absent, and such employee shall not have completed his probationary period until these additional days have been worked.

B. Upon satisfactory completion of the probationary period, the employee's seniority shall be retroactive to date of hire.

C. Employees shall be laid off, recalled or demoted according to their seniority. An employee on scheduled lay-off shall have the right to displace a less seniority employee who is in a lower classification; provided, the senior employee is qualified to hold the position held by the least seniority employee.

If necessary the Company may retain an employee who possesses a special skill critical to maintaining efficient operations provided that more senior employees are unable to perform the work and cannot be adequately cross-trained at reasonable expense to the Company.

D. An employee will lose his seniority for the following reasons:

1. He resigns from a classification covered by this Agreement;
2. He is discharged for just cause and not reinstated through Grievance Procedure.
3. Upon normal retirement.
4. Refuses recall.

E. The bargaining unit seniority which was accumulative as of the date the employee is assigned to a supervisory position shall be retained for an employee who accepts a supervisory position. The employee shall have the right to exercise this seniority and return to the bargaining unit in the event he vacates said supervisory position within six months.

F. A current seniority list shall be provided to the Chief Steward twice a year.

## **ARTICLE 12**

### **PROMOTIONS**

The Company will endeavor to transfer employees to higher paid positions from within the bargaining unit, if available employees have the skill and ability necessary to do the work. If two or more employees are eligible and express an interest, selection will be made on the basis of seniority and qualifications.

The Company will notify the Union of any openings to be filled within the Bargaining Unit prior to filling the position.

Employees shall be given a minimum of three (3) working days in which to make application to fill a position.

Upgraded employees will be considered on probation in the new position for sixty (60) days after upgrading. During this period, the Company may, at its discretion, reclassify the employees to their former occupation if it is determined by the Program Manager or his designee that the employee is not meeting the requirements for that job classification. Likewise, within sixty (60) days of being assigned to the new job classification, an employee may choose to return to his former job classification.

The Company may temporarily upgrade an employee to perform in a higher paid classification. The employee shall receive the rate of the higher occupation if he works for a minimum of one half (1/2) hour in that classification. Employees selected for temporary upgrading will be selected on the basis of qualifications as determined by the Company.

## **ARTICLE 13**

### **PROGRESSIVE DISCIPLINE**

The Company agrees to maintain a progressive approach to handling employee discipline.

The general principle is that, any act, whose consequence might result in harm to the Company or its employees, or which interferes or tends to interfere with the rights or proper interests of Raytheon employees, or of the Company, may subject the offender to disciplinary action. Please refer to the attached Raytheon Rules and Regulations pamphlet for examples of actions that violate the aforementioned principle.

When assessing disciplinary action, the following points are addressed:

1. Intent: Disciplinary action is intended to be corrective not punitive.
2. Fair: The discipline assessed is appropriate for the infraction.
3. Consistent: Discipline is assessed uniformly throughout the facility.
4. Gradational: The penalties assessed should progress in severity as the violation is repeated in order to ensure that the employee realize the seriousness of his/her action and has the opportunity to take corrective action.

The Company is not precluded from immediately suspending or discharging an employee when such action is warranted. Acts such as falsification of records, stealing, fighting, destruction of property, bringing in weapons, bringing in or being under the influence of alcohol or narcotics are examples of offenses that may result in immediate suspension or discharge.

Copies of disciplinary actions will be maintained in employee personnel files for a minimum of 12 months. Disciplinary actions other than suspension will be removed after 12 months if there is no recurrence of any disciplinary actions. Disciplinary action involving suspension from work will become a permanent part of the personnel file.

## **ARTICLE 14**

### **GRIEVANCE PROCEDURE**

- A. "Grievances" shall mean, and be limited to, disputes or difference between the Company and the Union, or employees so represented, with respect to the interpretation or application of any specific provision of this Agreement. Both parties agree to use their best efforts, including informal meetings involving Management, Supervision, Shop Steward, and the Grievant, to resolve matters without resorting to the grievance procedure. In the event such informal meetings do not resolve the grievance, all grievances shall be reduced to writing and processed in accordance with the following steps:

All Grievances beyond Step 1 involving employee claims shall be in writing on grievance forms and shall be signed. The grievance must state the facts, the specific Article(s) of the Agreement violated, and the remedy requested. All grievances involving discipline or discharge must be signed by the employee.

- B. The time elements in the steps can be shortened or extended by mutual written agreement.

- C. A grievance concerning alleged safety hazards may be processed directly to Step three of the Grievance Procedure.

- D. Any grievance not presented for disposition through the grievance procedure within five (5) working days of the date of the occurrence of the conditions giving rise to the grievance or within five (5) working days of the date it is reasonable to assume that the employee or Union first became aware of the conditions giving rise to the grievance, unless, the circumstances made it impossible for the employee or the Union as the case may be, to know prior to that date that there were grounds for such a claim, the grievance shall not hereafter be considered a grievance under this Agreement.

### **STEP ONE**

- A. An employee having a grievance may present it orally to his supervisor. In the event an employee desires that his steward be present, he shall make his request through the supervisor, and the supervisor shall send for the steward.

- B. In the event the grievance is not settled orally by the supervisor, the steward shall submit the grievance in writing to the supervisor within five (5) working days from the oral presentation. The employee and the steward shall sign the grievance forms. The grievance forms must indicate (1) a statement of the grievance and the facts upon which it is based and citing the alleged violation(s) of this agreement, and (2) the remedy or correction requested. The supervisor shall give his/her decision in writing within five (5) working days.

## **STEP TWO**

A. Any appeal of a decision rendered by the supervisor shall be presented in writing to the Department Manager within ten (10) working days of the date of receipt of the written decision of the immediate supervisor.

B. The Department Manager shall meet with the Steward at a time mutually agreeable to them, but no later than fifteen (15) calendar days following receipt of the appeal.

C. The Department Manager shall then issue his decision in writing to the Chief Steward within ten (10) working days of the meeting.

## **STEP THREE**

A. Any appeal of a decision rendered by the Department Manager shall be presented in writing to the Program Manager within ten (10) working days of the date of receipt of the written decision of the Department Manager.

B. The Program Manager/Delegate shall meet with the Chief Steward/Delegate at a time mutually agreeable to them, but no later than fifteen (15) calendar days following receipt of the appeal.

C. The Program Manager/Delegate shall issue his decision in writing to the Chief Steward of the Union within ten (10) working days of the meeting.

## **STEP FOUR**

A. If the appealing party is not satisfied with the disposition of the grievance by the Program Manager, then within fifteen (15) calendar days from the date of receipt of the decision rendered by Program Manager, the grievance may be appealed to the Manager of Labor Relations, Raytheon Training and Services Company. The Manager of Labor Relations, Raytheon Training and Services or his delegate shall discuss the grievance with the Union Business Agent within fifteen (15) working days following receipt of the Union written request.

## **STEP FIVE**

If the grievance is not resolved in Step Four either party may elect to appeal the grievance to arbitration by making a written request for the same within fifteen (15) working days following the receipt of the Company's Step Four answer.



## **ARTICLE 15**

### **ARBITRATION PROCEDURE**

The party choosing to arbitrate shall give written notice to the other party setting forth the matter to be arbitrated. If said notice is not served within the fifteen (15) day period specified in Step 4 of the "Adjustments of Grievance" Section, it shall be deemed that the grievance has been satisfactorily adjusted and the right to arbitrate waived.

In the event the Union or the Company submits a grievance to arbitration, a representative selected by the Union shall meet with a representative selected by the Company within five (5) days of receipt of the above notice and attempt to agree on an arbitrator. In the event the parties cannot agree on an arbitrator within (5) working days, the parties will petition with the Federal Mediation and Conciliation Service for a panel of nine (9) arbitrators. The striking procedure will begin by the flip of a coin. The loser of the coin toss will strike first. This procedure shall continue alternately until one name remains.

The decision of the arbitrator shall be final and binding on all parties. However, the arbitrator shall not have jurisdiction or authority to add to, subtract from, modify or in any way change the provisions of this agreement. The expense and fees of the Arbitration Process shall be borne by the losing party.

## **ARTICLE 16**

### **NO STRIKE-NO LOCKOUT CLAUSE**

The Union, its officers, agents, representatives and members agree that for the duration of this Agreement there shall be no strikes, sit down, slow downs, stoppages of work or any acts of any nature which would slow down or interfere with normal business operations and no picketing of any kind, whether predicated upon economic issues, grievances, contract violations whether real or alleged, unfair labor practices whether real or alleged, sympathy for other employees of the Company; nor shall any such acts be promoted, condoned or encouraged by the Union, its officers, agents or representatives. Failure or refusal on the part of the employee of the Company to comply with any or all provisions of this Section shall be sufficient grounds for discipline or discharge. The Company agrees that for the duration of this Agreement there shall be no lockouts. A lockout as mentioned herein shall not be construed as the closing down of the operation or any part thereof or curtailing any operations for business reasons.

In the event of any violation of this Article, it shall be the duty and obligation of the Union, its officers, agents or representatives (employee or non-employee) to immediately take all reasonable steps required to bring about an end to such misconduct.

Neither the violation of any provision of this Agreement nor the commission of any act constituting an unfair labor practice or otherwise made unlawful, nor the fact that a particular

grievance or dispute is not subject to arbitration under the provisions of this Agreement, shall excuse the Union, its officers, agents and representative from their obligations under this Article.

## **ARTICLE 17**

### **MISCELLANEOUS PROVISIONS**

**Change of Address:** Employees are responsible for notifying the Company of their proper mailing address and current telephone number. Laid off employees are also responsible to notify the Company of their proper mailing address and current telephone number to maintain recall rights. The Company shall be entitled to rely upon its records and shall be held harmless for any action that may arise out of said reliance.

**Resignation:** Employees are requested to give at least fifteen days notice of intent to resign.

**Part Time Employees:** A part time employee is defined as an employee hired to work for a period less than the normal schedule of twenty hours per week. Part time employees may be utilized at the discretion of the Company. Part time employees may not be used to displace full time employees or fill full time vacancies except by mutual agreement.

**Performance of Work:** Supervisors and other non-bargaining unit employees will not perform the duties of employees in the bargaining unit, except in emergency situations, or for the purpose of instructing employees. Supervisors or other non-represented employees are not to perform any bargaining unit work solely to prevent a bargaining unit employee from earning overtime.

**Licenses:** All employees are required to possess a valid license for any equipment that they operate. Any employee who operates a GSA leased vehicle shall provide proof of a valid State of Michigan driver's license and advise the Company immediately of loss or restriction of State driving privileges. The loss of driving privileges for any employee who operates a GSA leased vehicle may result in termination of employment.

Employees shall observe Installation/Base driving rules at all times to include the use of seat belts. Failure to follow driving rules and licensing requirements will subject the employee to disciplinary actions.

Commercial Drivers Licenses (CDL's) will be obtained and maintained at the Company's expense when established as a job pre-requisite.

**Snow/ice removal:** All employees shall be eligible for snow removal duties and will report for over time when notified.

**Loss or Damage to Equipment:** Employees shall be responsible for loss or damage due to gross negligence.

**Hazardous Materials:** The contract calls for a range of services that deal with hazardous materials or situations. Employees will attend the training needed for safe operations as required and will perform any duties for which they are trained when directed to do so by competent authority.

**Bulletin Boards:** The Employer will furnish one bulletin board at each location. The boards shall be used only for the following notices:

1. Recreational and social affairs of the Union
2. Union meetings
3. Union elections
4. Reports of the Union
5. Rulings or policies of the International Union.

Notices and announcements shall not contain anything political or controversial, or anything reflecting upon the employer, any of its employees, or any labor organization among its employees, and no material, notices or announcements which violate the provisions of this section shall be posted.

**Mileage:** Each employee will be entitled to mileage reimbursement for travel between TACOM and USAG-S at twenty miles each direction at the current rate established by the government's Joint Travel Regulations Rate. Employees shall only be eligible for such reimbursement when GSA vehicles are not available and the use of a personal vehicle is approved by the supervisor. Employees shall not, under any circumstances, be reimbursed for travel between work and home.

**Policy Change Notification:** Any new or revised policies or Standard Operating Procedures (SOP's) will be provided to the union representatives prior to implementation.

## **ARTICLE 18**

### **HOURS OF WORK**

The normal workweek will begin at 12:00 am Saturday and end at 12:00 midnight the following Friday. The normal workweek for each employee shall consist of five days per week, from Monday through Friday, eight hours each day.

- A. Employees will be allowed one scheduled fifteen-minute rest period before and one fifteen-minute rest period after lunch in each complete workday. The Company agrees that the lunch period will be one-half (1/2) hour, non-paid, to be taken approximately half way through the completion of the employee's shift.
- B. Five work days notice will normally be given for schedule changes.

- C. Call-in Pay: Whenever an employee is called in back to work after completion of or prior to their normal scheduled shift they shall receive a minimum of four hours pay at time and one-half or actual hours worked whichever is the greater.
- D. Reporting Pay: Full-time employees reporting for work, unless previously notified, shall receive a minimum of four hours pay, except in an emergency beyond the control of management.
- E. The Company agrees to allow for a modified work schedule during the pay period including Thanksgiving, such that employees will have a day of unpaid leave on the Friday after the holiday, provided they work 72 hours during the regularly scheduled workdays remaining in the pay period. These 72 hours will be paid at each employee's straight time rate. The Union acknowledges that this modified schedule shall apply only to the aforementioned pay period, and that this language shall not be used as a precedent in any grievance or arbitration.

## **ARTICLE 19**

### **OVERTIME**

- A. Overtime will be paid at the rate of time and one-half for all paid hours in excess of 40 hours per week. Overtime calculations during the pay period which includes the Thanksgiving holiday shall be adjusted in accordance with the modified work week described in Article 18, Section E.
- B. No employee will be required to take time off in place of receiving any overtime compensation.
- C. The Company will distribute overtime opportunities with the objective of having employees in the same classification end each six month period equitably. For the purpose of this section, equitable distribution shall be defined as being within 15% of the high overtime hours offered in a classification. In any event this variation shall not exceed forty hours.

## **ARTICLE 20**

### **MAINTENANCE OF CONDITIONS**

Wages, hours and conditions of employment legally in effect at the execution of this agreement, shall, except as approved herein, be maintained during the term of this agreement. No employee shall suffer a reduction in such benefits as a consequence of the execution of this agreement.

## **ARTICLE 21**

### **SUBSTANCE ABUSE POLICY**

Raytheon Technical Services Company and the IUOE are committed to providing employees with a drug-free and alcohol-free workplace. It is our goal to protect the health and safety of employees and to promote a safe productive workplace, and protect the reputation of the Company, Union and employees.

Consistent with these goals, the Company prohibits the use, possession, distribution or sale of drugs, drug paraphernalia or alcohol on Company premises. A program of testing, if necessary to comply with Federal and State regulations, will be instituted upon mutual consent of the Company and the Union.

Pre-employment drug testing is a condition of employment.

## **ARTICLE 22**

### **VACATIONS AND HOLIDAYS**

#### **A. VACATIONS**

In order to provide scheduling of vacations, vacation requests for more than eight hours must be made in writing to the supervisor for approval seven calendar days prior to the vacation start date. Vacation requests for eight hours or less shall be made orally to the supervisor for approval twenty-four (24) hours prior to the date in question. In the event of a conflict, approval will be granted based on 1) seniority and 2) time of request. Vacation time may not be used in increments of less than one hour. Vacation entitlements are as follows:

- After one (1) year, ten (10) days
- After five (5) years, fifteen (15) days
- After twelve (12) years, twenty (20) days

Employees shall be allowed to carryover no more than five (5) vacation days from one year to the next. All vacation hours that an employee has accrued from previous year's employment in excess of forty hours shall be paid at the employee's current rate of pay on a one-time basis only.

All vacation shall be taken. In the event that work schedules require employees to work, all unused vacation hours in excess of forty shall be paid off.

#### **B. HOLIDAYS**

i. Holiday Schedule: Employees shall be eligible for 8 hours of pay for each of the ten (10) following days, annually:

- 1) New Year's Day
- 2) Martin Luther King Day
- 3) Presidents' Day
- 4) Memorial Day
- 5) Fourth of July
- 6) Labor Day
- 7) Columbus Day
- 8) Veterans' Day
- 9) Thanksgiving
- 10) Christmas

ii. To be entitled to holiday pay, an employee shall report and work all of his scheduled hours on the workdays immediately preceding and following such holiday except where there is a reasonable excuse for such absence, such as illness, injury, or urgent personal business, approved use of vacation/sick leave, or reasons considered equivalent thereto by the supervisor.

## **ARTICLE 23**

### **CONTRACTUAL WORK**

The right of contracting or subcontracting is vested in the Employer. The right to contract or subcontract shall not be used for the purpose of undermining the Union nor to discriminate against any of its members.

## **ARTICLE 24**

### **EXCUSED ABSENCE**

Employees may with Company approval, be granted excused absence without pay for a good cause stated in a written request submitted at least one week in advance of said absence except in emergency situations. Employees are required to use any remaining vacation, sick or personal days available to them prior to making requests for such absences. Continuous service credit and seniority shall accumulate during all leaves of absence described in this section unless otherwise noted. Excused absences may not be granted for more than two (2) weeks. In the event the original request for an excused absence covers a period of less than two (2) weeks and the employee subsequently finds that further excused leave is required, another request should be made.

An absence extending beyond two (2) weeks is excusable only on the basis of a leave of absence, which must be approved by the Company. A request for leave of absence will be

considered by the Company only after the employee making the request has been an employee for at least ninety (90) days.

**Sick/Personal Days:** Employees will be entitled to five (5) sick/personal days per year.

**Military Service, Duty and Payment:** Any employee of the Company who is inducted into or recalled to military service of the United States and who by reason of such service is entitled under the law to be regarded as a veteran, shall, upon his discharge and his receipt of a Uniformed Services Employment and Reemployment Right Act of 1994.

Employees ordered to active duty for annual training with the National Guard or organized military reserve units, shall be granted a leave of absence not to exceed a maximum of ten (10) working days each fiscal year, provided the employee furnishes the Company a copy of their military orders at the time the leave is requested. Such leave of absence shall be referred to as military leave. Employees may request vacation pay while on an approved military leave. Employees will be paid the difference between their regular base pay and their military pay, provided a Leave and Earnings Statement is submitted.

**Absence and Payment for Jury Duty:** Full time seniority employees who are required by proper court order or summons to be absent from work in connection with jury duty will be paid the difference between the gross fee he received from the court and the earnings he would have received for a regular scheduled eight hour shift, had the employee not been required to be absent from work. Employees called for jury duty and released by the court with less than four hours service will be expected to return to work. Payment will be made at the employee's regular straight time wage rate. Jury pay differential will not exceed eighty hours per calendar year.

**Temporary Absence of Disabling Illness, Injury:** Full time seniority employees having ninety days or more of continuous service credit and who are found and certified by a physician to be unable to perform their regular assigned duties with the Company because of disabling illness or injury, shall receive a leave of absence without pay, but with service credit and seniority accumulating while such condition continues. If the disability continues beyond twenty-four months and the employee has not returned to work, the employee's service credit and seniority will be broken and terminated.

**Absence for Union Business:** Employees accepting full-time positions as union representatives shall be given an automatic leave of absence without pay for the term of their office, or any renewal thereof, without loss of seniority rights and with the privilege of returning to their former position. Likewise, employee shall be granted short-term leaves of absence without pay for the purpose of attending Union conventions, meetings, etc., schedule permitting.

## **ARTICLE 25**

### **BEREAVEMENT**

In the event of death in an employee's immediate family, the employee may be granted up to three days emergency leave with pay, not including such employee's days off, according to ATTACHMENT ONE: CHART OF RELATIONSHIP, DEATH IN THE IMMEDIATE FAMILY, providing the employee substantiates the need for the emergency leave. This paragraph shall not apply to probationary or part-time employees. See chart attached.

## **ARTICLE 26**

### **EFFECT OF LAW**

In the event that now or hereafter there is any State or Federal Law or any directive order, rule or regulations made pursuant, thereto, which is in conflict with any provision or provisions of any agreement between the parties, the same shall supersede such provision or provisions and thereafter shall govern and control the relations and conduct of the parties so long as such law, directive, order, rule or regulations shall remain in force and effect. In the event that this or any other agreement existing between the parties hereto, now, or thereafter requires the approval of any Government authority before becoming effective, the same will and shall be subject to such approval. Furthermore, it is mutually agreed that within thirty calendar days after such provision or provisions to comply with the law. In all other respects the provisions of this agreement shall continue in full force and effect for the duration of this Agreement.

## **ARTICLE 27**

### **SUCCESSORS AND ASSIGNS**

This Agreement shall be binding upon the successors and assigns of the parties hereto until expiration, or until it is changed by mutual agreement of the parties.



## ARTICLE 28

### WAGES

#### 1. WAGES

CLASSIFICATION	Current Wage	Equity	3.50%	3.00%	3.00%	3.50%
			10/1/02	10/1/03	10/1/04	10/1/05
ASBESTOS WORKER	26.82	\$ 750.00	\$ 27.76	\$ 28.59	\$ 29.45	\$ 30.48
APPLIANCE MECHANIC	21.85		\$ 22.61	\$ 23.29	\$ 23.99	\$ 24.83
CARPENTER	23.53		\$ 24.35	\$ 25.08	\$ 25.84	\$ 26.74
COMPUTER OPERATOR I	13.40		\$ 13.87	\$ 14.29	\$ 14.71	\$ 15.23
DRAFTER II	15.24		\$ 15.77	\$ 16.25	\$ 16.73	\$ 17.32
E/H&S SPECIALIST	16.43	\$ 750.00	\$ 17.01	\$ 17.52	\$ 18.04	\$ 18.67
ELECTRICIAN	26.32		\$ 27.24	\$ 28.06	\$ 28.90	\$ 29.91
FORKLIFT OPERATOR	19.36		\$ 20.04	\$ 20.64	\$ 21.26	\$ 22.00
GENERAL CLERK III	13.39		\$ 13.86	\$ 14.27	\$ 14.70	\$ 15.22
GENERAL CLERK IV	13.61		\$ 14.09	\$ 14.51	\$ 14.94	\$ 15.47
GENERAL MAINT. WORKER	20.64	\$ 750.00	\$ 21.36	\$ 22.00	\$ 22.66	\$ 23.46
HEAVY EQUIPMENT OP.	22.20		\$ 22.98	\$ 23.67	\$ 24.38	\$ 25.23
HEAVY TRUCK DRIVER	18.90		\$ 19.56	\$ 20.15	\$ 20.75	\$ 21.48
HOUSING INSPECTOR	14.28		\$ 14.78	\$ 15.22	\$ 15.68	\$ 16.23
HRAC MECH	22.75		\$ 23.55	\$ 24.25	\$ 24.98	\$ 25.85
JANITOR	11.94	\$ 750.00	\$ 12.36	\$ 12.73	\$ 13.11	\$ 13.57
LABORER	11.94		\$ 12.36	\$ 12.73	\$ 13.11	\$ 13.57
LABORER, GROUNDS	12.67	\$ 750.00	\$ 13.11	\$ 13.51	\$ 13.91	\$ 14.40
LOCKSMITH	21.85		\$ 22.61	\$ 23.29	\$ 23.99	\$ 24.83
MAINT. MECH.	23.09	\$ 750.00	\$ 23.90	\$ 24.62	\$ 25.35	\$ 26.24
MOTOR VEHICLE MECHANIC	23.71		\$ 24.54	\$ 25.28	\$ 26.03	\$ 26.95
ORDER CLERK II	14.62	\$ 750.00	\$ 15.13	\$ 15.59	\$ 16.05	\$ 16.62
PAINTER	21.85		\$ 22.61	\$ 23.29	\$ 23.99	\$ 24.83
PEST CONTROLLER	14.80	\$ 750.00	\$ 15.32	\$ 15.78	\$ 16.25	\$ 16.82
PIPEFITTER	25.94		\$ 26.85	\$ 27.65	\$ 28.48	\$ 29.48
PLANNER ESTIMATOR	23.95	\$ 750.00	\$ 24.79	\$ 25.53	\$ 26.30	\$ 27.22
PLUMBER	21.89		\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.88
PRODUCTION CONTROL CLK	17.14	\$ 750.00	\$ 17.74	\$ 18.27	\$ 18.82	\$ 19.48
QC INSPECTOR	16.43		\$ 17.01	\$ 17.52	\$ 18.04	\$ 18.67
SMALL ENGINE MECHANIC	20.64	\$ 750.00	\$ 21.36	\$ 22.00	\$ 22.66	\$ 23.46
SERVICE ORDER DISPATCHER	13.39		\$ 13.86	\$ 14.27	\$ 14.70	\$ 15.22
STOCK CLERK	15.95	\$ 750.00	\$ 16.51	\$ 17.00	\$ 17.51	\$ 18.13
SUPPLY TECHNICIAN	19.38		\$ 20.06	\$ 20.66	\$ 21.28	\$ 22.02
TRACTOR OPERATOR	13.80	\$ 750.00	\$ 14.28	\$ 14.71	\$ 15.15	\$ 15.68
TRANSPORTATION INSPECTOR	14.85		\$ 15.37	\$ 15.83	\$ 16.31	\$ 16.88
WAREHOUSE SPECIALIST	16.93		\$ 17.52	\$ 18.05	\$ 18.59	\$ 19.24

## **2. WAGE RATE PREMIUMS**

- a. LEAD PAY - Those employees working in Lead Positions shall receive an additional \$ .75 above their hourly rate of pay.
- b. SHIFT PAY - Those employees working an afternoon shift shall receive differential pay in the amount of \$ .45 per hour and those working a midnight shift \$.60 per hour. Beginning 10/1/05, these rates shall be increased to \$ .50 per hour and \$ .65 per hour.
- c. SNOW REMOVAL - Those employees who report to work, outside their normal duty hours, for the purposes of snow removal will be paid a \$1.50 per hour snow removal premium.
- d. HAZMAT TEAM - Only those employees who have been trained for duty on and identified as members of the Company's HAZMAT response team shall, when and as directed by management to fulfill those duties, be paid a \$1.00 per hour HAZMAT premium.

## **3. DAVIS BACON WORK**

The Company will distribute Davis Bacon work opportunities with the objective of having employees in the same classification end each six month period equitably. For the purpose of this section, equitable distribution shall be defined as being within 15% of the high Davis Bacon hours offered in a classification. In any event this variation shall not exceed forty hours.

## **5. PAY SCHEDULE AND PROCEDURE**

Paychecks will be distributed every two weeks. Payroll errors or corrections will be made within two pay periods of the date the Company becomes aware of the discrepancy.

## **ARTICLE 29**

### **SCOPE OF AGREEMENT**

This Agreement constitutes the sole and entire Agreement between the parties hereto and supersedes any and all prior agreements, either oral or written. It expresses all the obligations of and restrictions upon the Company and the Union during its term. The Company and the Union each expressly acknowledge that the other party has no obligation or duty, to bargain collectively with said party pertaining to wages, hours, or other conditions of employment, or any other matter covered or not covered in this Agreement during its term, even though such matter may not have been within the knowledge or contemplation of either party at the date of execution hereof.

No Agreement, alteration, understanding, variation waiver or modification of any of the terms or conditions contained herein shall be made by any employee or groups of employees with the Employer.

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions herein.

This Article shall not operate to bar negotiations on those matters which the Company and the Union may mutually agree to negotiate upon during the term of this Agreement.

### ARTICLE 30

#### DURATION OF AGREEMENT

This agreement shall be effective from October 1, 2002 and shall remain in full force and effect to and including September 30, 2006 and from year to year thereafter unless written notice be given by either party hereto on or before sixty (60) days prior to September 30, 2006 or sixty (60) days prior to the 30<sup>th</sup> day of September of any subsequent year, requesting that the Agreement be amended or cancelled. If Agreement on the amendments desired or the new contract is not reached on the expiration date of the Agreement, the Agreement shall terminate as to all its provisions and conditions.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed on 01 of October, 2002, by their proper officers thereunto, duly authorized.

FOR THE COMPANY:

FOR THE UNION:

//Robert A. Williams//

//Daniel O'Rourke//

//Susan M. Rinaldi//

//James L. Coleman//

//Nathan Deily//

//Ronald D. Graham

//James F. Dempsey//

//R. A. White//

\_\_\_\_\_

//Jeanne M. Pellegrino//

Signed this **21<sup>st</sup>** day of **August, 2002.**

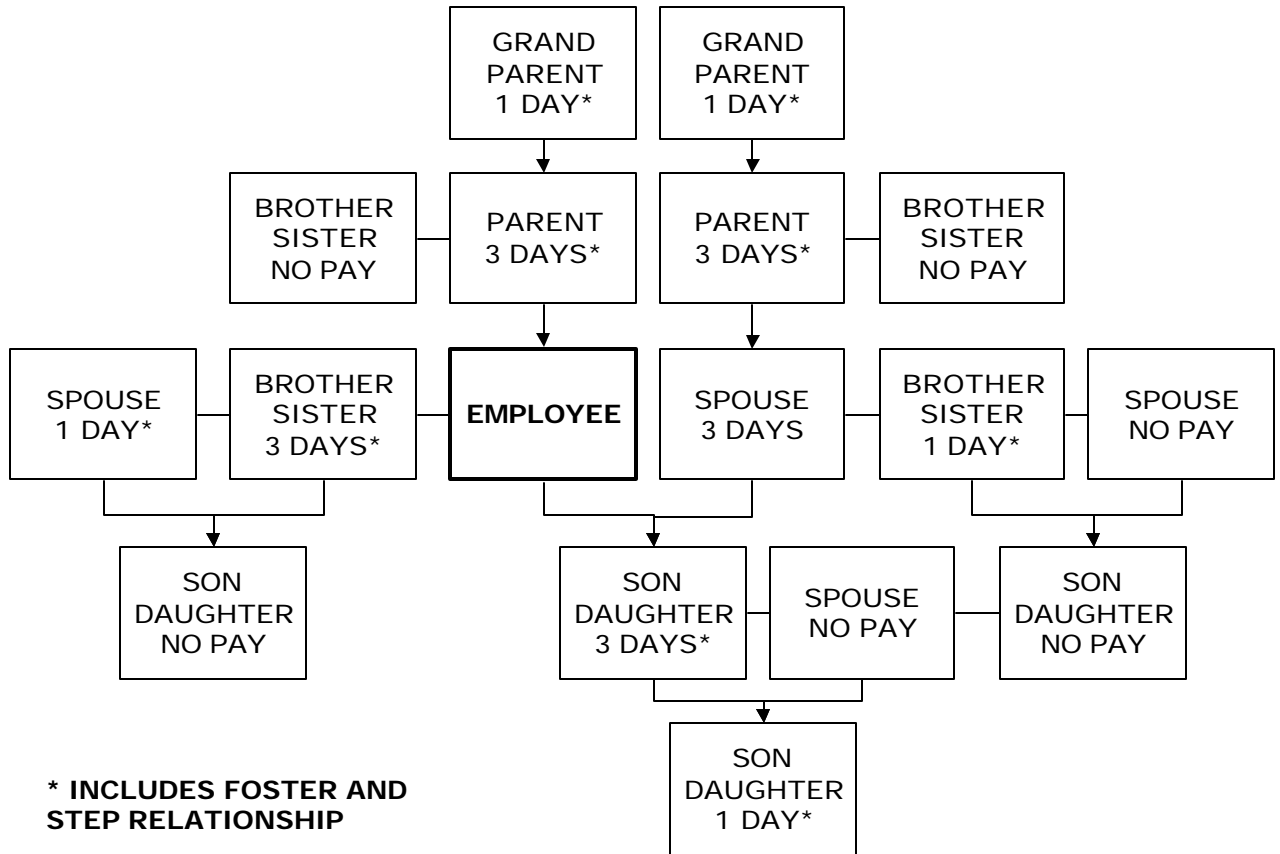
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## ATTACHMENT 1

### CHART OF RELATIONSHIP: DEATH IN IMMEDIATE FAMILY



## ATTACHMENT 2

### BENEFITS

August 20, 2002

Mr. Dan O'Rourke, Business Representative  
International Union of Operation Engineers – Local 547  
24720 W. Seven Mile Road  
Detroit, MI 48219

Dear Mr. O'Rourke:

The Company agrees to provide to the Union members those benefit plans presented and discussed at the recently concluded negotiations, including the following amounts of 'Flex Credits':

Effective 1/1/2003:    **\$ 4804.80**

Effective 1/1/2004:    **\$ 4908.80**

Effective 1/1/2005:    **\$ 5117.80**

Effective 1/1/2006:    **\$ 5429.80**

The Company further agrees to make available any new plans that become available, with corresponding premiums, during the life of this agreement.

In accordance with a separate agreement reached between the Company and the Union at the recently concluded negotiations, the Company will provide an annual disbursement to employees who have elected Family Medical Coverage.

In each year of the bargaining agreement, the amount of **\$750.00** will be paid to employees who provide a copy of their Benefit Enrollment Confirmation to the Human Resources Office showing they have elected Family Medical Coverage.

Sincerely,

\_\_\_\_\_  
//signed//  
James F. Dempsey  
Director of Labor Relations  
Raytheon Technical Services

\_\_\_\_\_  
//signed//  
Dan O'Rourke  
Business Agent  
IUOE Local #547

BRS Document Viewer  
General Decision Number MI020007

General Decision Number MI020007  
Superseded General Decision No. MI010007  
State: Michigan Construction Type:  
AIRPORT & BRIDGE  
HIGHWAY  
SEWER/INCID. TO HWY.  
County(ies):  
STATEWIDE

AIRPORT CONSTRUCTION PROJECTS (does not include buildings);  
BRIDGE CONSTRUCTION PROJECTS; HIGHWAY CONSTRUCTION  
PROJECTS; SEWER AND WATER LINE CONSTRUCTION PROJECTS WHICH  
ARE INCIDENTAL TO A HIGHWAY PROJECT  
DOES NOT INCLUDE BRIDGE CONSTRUCTION IN MUSKEGON OR OTTAWA  
COUNTIES.

Modification Number	Publication Date
0	03/01/2002
1	03/15/2002
2	05/17/2002
3	06/21/2002
4	08/16/2002
5	12/20/2002
6	12/27/2002
7	03/28/2003
8	04/04/2003

COUNTY(ies):

STATEWIDE

CARP0004F 06/01/1998

	Rates	Fringes
LIVINGSTON COUNTY (Townships of Brighton, Deerfield, Genoa, Hartland, Osceola and Tyrone); MACOMB, MONROE, OAKLAND, SANILAC, ST. CLAIR AND WAYNE COUNTIES:		
CARPENTER; PILEDRIVER	22.488	9.526

-----  
CARP0004G 06/01/2002

	Rates	Fringes
DOES NOT INCLUDE LIVINGSTON COUNTY (Townships of Brighton, Deerfield, Genoa, Hartland, Osceola and Tyrone); MACOMB, MONROE, OAKLAND, SANILAC, ST. CLAIR AND WAYNE COUNTIES:		
CARPENTER; PILEDRIVER	24.83	5.86

FOOTNOTE:

DIVER: to be paid one and one-half (1-1/2) times the regular journey person rate.

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ELEC0017E 06/01/1998

	Rates	Fringes
HURON COUNTY; INGHAM COUNTY (Townships of Leroy, Locke, Wheatfield, White Oak and Williamson); LAPEER COUNTY; LENAWEE COUNTY (Townships of Clinton and Macon); LIVINGSTON COUNTY (Townships of Brighton, Conway, Genoa, Green Oak, Hamburg, Handy, Hartland, Howell, Iosco, Marion, Osceola and Putnam); MACOMB COUNTY; MONROE COUNTY (Townships of Ash, Berlin, Dundee, Exeter, Frenchtown, Ida, London, Milan, Monroe, Raisinville and		

Summerfield)); OAKLAND, ST. CLAIR, SANILAC AND TUSCOLA COUNTIES;  
 WASHTENAW COUNTY (Townships of Ann Arbor, Augusta, Bridgewater,  
 Dexter, Freedom, Lima, Lodi, Northfield, Pittsfield, Salem,  
 Saline, Scio, Superior, Webster, York and Ypsilanti); AND WAYNE  
 COUNTY:

ALL COMMERCIAL WORK EXCEPT LINE

CONSTRUCTION:

Commercial technician	22.81	18.5% + 2.80
LINE CONSTRUCTION:		
Line technician	29.22	18.5% + 2.80
Cable splicer; Line technician when		
helio-arc welding	30.42	18.5% + 2.80
Combination equipment operator		
and ground person	21.68	18.5% + 2.80
Combination driver/ground person	20.48	18.5% + 2.80
Ground person	18.90	18.5% + 2.80

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 ELEC0876A 06/01/2002

Rates

Fringes

REMAINDER OF STATE:

LINE CONSTRUCTION:

Line technician	27.18	21.5% + 2.20
Cable splicer	28.30	21.5% + 2.20
Operator/ground person (digger,		
tractor and setting rig with		
tracks or rough terrain vehicle,		
large bombardier, backhoe over		
85 hp, hydraulic crane 10 ton		
or over)	20.56	21.5% + 2.20
Light equipment operator/ground		
person/truck driver/ground		
person (winch, A frame, diggers		
when used for distribution line		
truck and used for distribution		
work, distribution truck driver,		
5th wheel type trucks, bucket		
trucks, ladder trucks and all live		
boom trucks, all equipment 85 hp		
or under)	18.06	21.5% + 2.20
Truck driver/ground person (trucks		
with winch or boom or dump, other		
than distribution work)	17.21	21.5% + 2.20
Ground person	13.86	21.5% + 2.20

FOOTNOTE:

Operators of 5/8 yard, rated capacity, backhoe or over; and  
 operators of 25 ton, rated capacity, crane or over; and operators  
 of heavy duty tension or pulling machinery on 345 KV and above:  
 to receive the journeyman line technician rate of pay.

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 ENGI0324C 06/01/2002

Rates

Fringes

ALCONA, ALPENA, ARENAC, BAY, CHEBOYGAN, CLARE, CLINTON,  
 CRAWFORD, GENESEE, GLADWIN, GRATIOT, HURON, INGHAM, IOSCO,  
 ISABELLA, JACKSON, LAPEER, LENAWEE, LIVINGSTON, MACOMB, MIDLAND,  
 MONROE, MONTMORENCY, OAKLAND, OGEMAW, OSCODA, OTSEGO, PRESQUE  
 ISLE, ROSCOMMON, SAGINAW, ST. CLAIR, SANILAC, SHIAWASSEE,  
 TUSCOLA, WASHTENAW AND WAYNE COUNTIES:

POWER EQUIPMENT OPERATORS

STEEL ERECTION:

GROUP 1	36.44	11.65
GROUP 2	37.44	11.65
GROUP 3	34.94	11.65
GROUP 4	35.94	11.65
GROUP 5	33.44	11.65
GROUP 6	34.44	11.65
GROUP 7	33.17	11.65
GROUP 8	34.17	11.65
GROUP 9	32.72	11.65
GROUP 10	33.72	11.65
GROUP 11	31.99	11.65
GROUP 12	32.99	11.65
GROUP 13	31.63	11.65
GROUP 14	32.63	11.65
GROUP 15	30.99	11.65
GROUP 16	24.18	11.65
GROUP 17	22.77	11.65

FOOTNOTE:

Paid Holidays:

New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Engineer when operating combination of boom and jib 400' or longer

GROUP 2: Engineer when operating combination of boom and jib 400' or longer on a crane that requires an oiler

GROUP 3: Engineer when operating combination of boom and jib 300' or longer

GROUP 4: Engineer when operating combination of boom and jib 300' or longer on a crane that requires an oiler

GROUP 5: Engineer when operating combination of boom and jib 220' or longer

GROUP 6: Engineer when operating combination of boom and jib 220' or longer on a crane that requires an oiler

GROUP 7: Engineer when operating combination of boom and jib 140' or longer

GROUP 8: Engineer when operating combination of boom and jib 140' or longer on a crane that requires an oiler

GROUP 9: Tower crane & derrick operator (where operator's work station is 50 ft. or more above first sub-level)

GROUP 10: Tower crane & derrick operator (where operator's work station is 50 ft. or more above first sub-level) on a crane that requires an oiler

GROUP 11: Engineer when operating combination of boom and jib 120' or longer

GROUP 12: Engineer when operating combination of boom and jib 120' or longer on a crane that requires an oiler

GROUP 13: Crane operator and job mechanic

GROUP 14: Crane operator on a crane that requires an oiler

GROUP 15: Hoisting operator

GROUP 16: Compressor or welder operator

GROUP 17: Oiler

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ENGI0324D 05/01/2002

Rates

Fringes



POWER EQUIPMENT OPERATORS:

STEEL ERECTION:

ALLEGAN, BARRY, BERRIEN, BRANCH, CALHOUN, CASS, EATON, HILLSDALE, IONIA, KALAMAZOO, KENT, LAKE, MANISTEE, MASON, MECOSTA, MONTCALM, MUSKEGON, NEWAYGO, OCEANA, OSCEOLA, OTTAWA, ST. JOSEPH AND VAN

BUREN COUNTIES:

GROUP 1	26.36	11.65
GROUP 2	26.11	11.65
GROUP 3	25.61	11.65
GROUP 4	21.01	11.65
GROUP 5	19.36	11.65
GROUP 6	17.06	11.65

ANTRIM, BENZIE, CHARLEVOIX, EMMET, GRAND TRAVERSE, KALKASKA, LEELANAU, MISSAUKEE AND WEXFORD COUNTIES:

GROUP 1	26.36	11.65
GROUP 2	26.11	11.65
GROUP 3	25.11	11.65
GROUP 4	20.71	11.65
GROUP 5	19.06	11.65
GROUP 6	16.56	11.65

FOOTNOTES:

Crane operator with main boom and jib 300' or longer: \$1.50 additional to the group 1 rate.

Crane operator with main boom and jib 400' or longer: \$3.00 additional to the group 1 rate.

PAID HOLIDAYS:

New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Crane operator, with main boom & jib 220' or longer

GROUP 2: Crane operator, with main boom & jib 140' or longer; Tower crane; Gantry crane; Whirley derrick

GROUP 3: Regular equipment operator, crane, dozer, loader, hoist, straddle wagon, mechanic

GROUP 4: Air tugger (single drum), material hoist, pump 6" or over

GROUP 5: Air compressor, welder, generators, conveyors

GROUP 6: Oiler and fire tender

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ENGI0324E 09/01/2002

Rates

Fringes

POWER EQUIPMENT OPERATORS:

UNDERGROUND (includes sewer):

BAY, GENESEE, HURON, INGHAM, JACKSON, LAPEER, LENAWE, LIVINGSTON, MACOMB, MIDLAND, MONROE, OAKLAND, SAGINAW, SANILAC, SHIAWASSEE, ST. CLAIR, TUSCOLA, WASHTENAW AND WAYNE COUNTIES:

GROUP 1	26.78	11.65
GROUP 2	23.05	11.65
GROUP 3	22.32	11.65
GROUP 4	21.75	11.65

ALCONA, ALLEGAN, ALPENA, ANTRIM, ARENAC, BARRY, BENZIE, BERRIEN, BRANCH, CALHOUN, CASS, CHARLEVOIX, CHEBOYGAN, CLARE, CLINTON, CRAWFORD, EATON, EMMET, GLADWIN, GRAND TRAVERSE, GRATIOT, HILLSDALE, IONIA, IOSCO, ISABELLA, KALAMAZOO, KALKASKA, KENT, LAKE, LEELANAU, MANISTEE, MASON, MECOSTA, MISSAUKEE, MONTCALM, MONTMORENCY, MUSKEGON, NEWAYGO, OCEANA, OGEMAW, OSCEOLA, OSCODA, OTSEGO, OTTAWA, PRESQUE ISLE, ROSCOMMON, ST. JOSEPH, VAN BUREN

AND WEXFORD COUNTIES:

GROUP 1	25.07	11.65
GROUP 2	21.18	11.65
GROUP 3	20.68	11.65
GROUP 4	20.40	11.65

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Backfiller tamper; Backhoe; Batch plant operator (concrete); Clamshell; Concrete paver (2 drums or larger); Conveyor loader (Euclid type); Crane (crawler, truck type or pile driving); Dozer; Dragline; Elevating grader; Endloader; Gradall (and similar type machine); Grader; Mechanic; Power shovel; Roller (asphalt); Scraper (self-propelled or tractor drawn); Side boom tractor (type D-4 or equivalent and larger); Slip form paver; Slope paver; Trencher (over 8 ft. digging capacity); Well drilling rig; Concrete pump with boom operator

GROUP 2: Boom truck (power swing type boom); Crusher; Hoist; Pump (1 or more - 6-in. discharge or larger - gas or diesel-powered or powered by generator of 300 amperes or more - inclusive of generator); Side boom tractor (smaller than type D-4 or equivalent); Sweeper (Wayne type and similar equipment); Tractor (pneu-tired, other than backhoe or front end loader); Trencher (8-ft. digging capacity and smaller)

GROUP 3: Air compressors (600 cfm or larger); Air compressors (2 or more - less than 600 cfm); Boom truck (non-swinging, non-powered type boom); Concrete breaker (self-propelled or truck mounted - includes compressor); Concrete paver (1 drum - 1/2 yd. or larger); Elevator (other than passenger); Maintenance person; Pump (2 or more - 4-in. up to 6-in. discharge - gas or diesel powered - excluding submersible pumps); Pumpcrete machine (and similar equipment); Wagon drill (multiple); Welding machine or generator (2 or more - 300 amp. or larger - gas or diesel powered)

GROUP 4: Boiler; Concrete saw (40 hp or over); Curing machine (self-propelled); Farm tractor (with attachment); Finishing machine (concrete); Fire person; Hydraulic pipe pushing machine; Mulching equipment; Oiler; Pumps (2 or more up to 4-in. discharge, if used 3 hours or more a day, gas or diesel powered - excluding submersible pumps); Roller (other than asphalt); Stump remover; Trencher (service); Vibrating compaction equipment, self-propelled (6 ft. wide or over); End dump operator

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ENGI0324F 06/01/2002

	Rates	Fringes
POWER EQUIPMENT OPERATORS:		
AIRPORT, BRIDGE & HIGHWAY CONSTRUCTION:		
GENESEE, MACOMB, MONROE, OAKLAND,		
WASHTENAW AND WAYNE COUNTIES:		
GROUP 1	25.18	11.60
GROUP 2	19.75	11.60
GROUP 3	19.19	11.60
GROUP 4	19.02	11.60
STATEWIDE (does not include Genesee,		
Macomb, Monroe, Oakland, Washtenaw		
and Wayne Counties):		
GROUP 1	25.18	11.60
GROUP 2	19.60	11.60

GROUP 3	19.04	11.60
GROUP 4	18.72	11.60

FOOTNOTE:

Crane premiums:

Swing boom truck operator over 12 tons: \$.50 per hour additional.

Hydraulic crane operator 75 tons and under: \$.75 per hour additional.

Hydraulic crane operator over 75 tons: \$1.00 per hour additional.

Lattice boom crane operator: \$1.50 per hour additional.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Asphalt plant operator; Crane operator (does not include work on bridge construction projects when the crane operator is erecting structural components); Dragline operator; Shovel operator; Locomotive operator; Paver operator (5 bags or more); Elevating grader operator; Pile driving operator; Roller operator (asphalt); Blade grader operator; Trenching machine operator (ladder or wheel type); Auto-grader; Slip form paver; Self-propelled or tractor-drawn scraper; Conveyor loader operator (Euclid type); Endloader operator (1 yd. capacity and over); Bulldozer; Hoisting engineer; Tractor operator; Finishing machine operator (asphalt); Mechanic; Pump operator (6-in. discharge or over, gas, diesel powered or generator of 300 amp. or larger); Shouldering or gravel distributing machine operator (self-propelled); Backhoe (with over 3/8 yd. bucket); Side boom tractor (type D-4 or equivalent or larger); Tube finisher (slip form paving); Gradall (and similar type machine); Asphalt paver (self-propelled); Asphalt planer (self-propelled); Batch plant (concrete-central mix); Slurry machine (asphalt); Concrete pump (3 in. and over); Roto-mill; Swinging boom truck (over 12 ton capacity); Hydro demolisher (water blaster); Farm-type tractor with attached pan

GROUP 2: Screening plant operator; Washing plant operator; Crusher operator; Backhoe (with 3/8 yd. bucket or less); Side boom tractor (smaller than D-4 type or equivalent); Sweeper (Wayne type and similar equipment); Vacuum truck operator; Batch plant (concrete dry batch)

GROUP 3: Air compressor operator (600 cu. ft. per min or more); Air compressor operator (two or more, less than 600 cfm); Wagon drill operator; Concrete breaker; Tractor operator (farm type with attachment)

GROUP 4: Boiler fire tender; Oiler; Fire tender; Trencher (service); Flexplane operator; Cleftplane operator; Grader operator (self-propelled fine-grade or form (concrete)); Finishing machine operator (concrete); Boom or winch hoist truck operator; Endloader operator (under 1 yd. capacity); Roller operator (other than asphalt); Curing equipment operator (self-propelled); Concrete saw operator (40 h.p. or over); Power bin operator; Plant drier operator (asphalt); Vibratory compaction equipment operator (6 ft. wide or over); Guard post driver operator (power driven); All mulching equipment; Stump remover; Concrete pump (under 3-in.); Mesh installer (self-propelled); Tractor operator (farm type); End dump

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ENGI0324G 05/01/2002

Rates

Fringes

ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON,  
IRON, KEWEENAW, LUCE, MACKINAC MARQUETTE, MENOMINEE, ONTONAGON  
AND SCHOOLCRAFT COUNTIES:

POWER EQUIPMENT OPERATORS:

STEEL ERECTION:

Crane operator, main boom & jib 220' or longer	25.09	11.40
Crane operator, main boom & jib 140' or longer	24.84	11.40
Crane operator, main boom & jib 120' or longer	24.59	11.40
Mechanic with truck and tools	25.59	11.40
Regular operator	24.09	11.40
Compressor; forklift; welder	20.84	11.40
Oiler and fire tender	19.54	11.40

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ENGI0324H 10/01/2002

Rates

Fringes

SEWER RELINING:

POWER EQUIPMENT OPERATORS:

GROUP 1	24.37	8.41
GROUP 2	22.98	8.41

SEWER RELINING CLASSIFICATIONS

GROUP 1: Operation of audio-visual closed circuit TV system,  
including remote in-ground cutter and other equipment used in  
connection with the CCTV system

GROUP 2: Operation of hot water heaters and circulation  
systems, water jetters and vacuum and mechanical debris removal  
systems

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ENGI0325J 05/01/2002

Rates

Fringes

ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON,  
IRON, KEWEENAW, LUCE, MACKINAC, MARQUETTE, MENOMINEE, ONTONAGON  
AND SCHOOLCRAFT COUNTIES:

POWER EQUIPMENT OPERATORS:

UNDERGROUND WORK:

Crane operator, main boom & jib 220' or longer	24.69	11.40
Crane operator, main boom & jib 140' or longer	24.44	11.40
Crane operator, main boom & jib 120' or longer	24.19	11.40
Mechanic with truck and tools	25.19	11.40
GROUP 1	23.69	11.40
GROUP 2	20.44	11.40
GROUP 3	19.86	11.40
GROUP 4	18.92	11.40

FOOTNOTES:

Swing boom truck operator over 15 tons: \$.50 per hour  
additional.

Hydraulic crane operator 75 tons and under: \$.75 per hour  
additional.

Hydraulic crane operator over 75 tons: \$1.00 per hour  
additional.

Lattice beam crane operator: \$1.50 per hour additional.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

(UNDERGROUND WORK)

GROUP 1: Regular equipment operator, crane, dozer, front end loader, job mechanic, pumpcrete and squeezeconcrete

GROUP 2: Air track drill, boom truck (non-swing), concrete mixer, fork truck, material hoist and tugger, pump 6" and over, beltcrete, sweeping machine, trencher, winches, well points and freeze systems

GROUP 3: Air compressor, conveyor, concrete saw, farm tractor (without attachments), fork truck, generator, guard post driver, mulching machine, pumps under 6-in., welding machine and grease person

GROUP 4: Oiler, fire tender and heater operator

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ENGI0325K 10/01/2002		
	Rates	Fringes
POWER EQUIPMENT OPERATORS:		
HAZARDOUS WASTE REMOVAL:		
BAY, GENESEE, HURON, INGHAM,		
JACKSON, LAPEER, LENAWEE,		
LIVINGSTON, MACOMB, MIDLAND,		
MONROE, OAKLAND, SAGINAW,		
SANILAC, SHIAWASSEE, ST. CLAIR,		
TUSCOLA, WASHTENAW AND WAYNE		
COUNTIES:		
LEVEL A:		
GROUP 1	29.28	11.65
GROUP 2	25.55	11.65
Engineer when operating crane with boom and jib or leads 220' or longer	32.23	11.65
Engineer when operating crane with boom and jib or leads 140' or longer	31.93	11.65
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	30.25	11.65
LEVELS B AND C:		
GROUP 1	28.33	11.65
GROUP 2	24.60	11.65
Engineer when operating crane with boom and jib or leads 220' or longer	31.28	11.65
Engineer when operating crane with boom and jib or leads 140' or longer	30.98	11.65
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	29.30	11.65
LEVEL D:		
GROUP 1	27.03	11.65
GROUP 2	23.30	11.65
Engineer when operating crane		

with boom and jib or leads 220' or longer	29.98	11.65
Engineer when operating crane with boom and jib or leads 140' or longer	29.68	11.65
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	28.00	11.65
LEVEL D WHEN CAPPING LANDFILL:		
GROUP 1	26.78	11.65
GROUP 2	23.05	11.65
Engineer when operating crane with boom and jib or leads 220' or longer	29.73	11.65
Engineer when operating crane with boom and jib or leads 140' or longer	29.43	11.65
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	27.76	11.65
REMAINDER OF STATE:		
LEVEL A:		
GROUP 1	27.57	11.65
GROUP 2	23.67	11.65
Engineer when operating crane with boom and jib or leads 220' or longer	30.52	11.65
Engineer when operating crane with boom and jib or leads 140' or longer	30.22	11.65
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	28.54	11.65
LEVELS B AND C:		
GROUP 1	26.62	11.65
GROUP 2	22.73	11.65
Engineer when operating crane with boom and jib or leads 220' or longer	29.16	11.65
Engineer when operating crane with boom and jib or leads 140' or longer	29.27	11.65
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	27.59	11.65
LEVEL D:		
GROUP 1	25.32	11.65
GROUP 2	21.43	11.65
Engineer when operating crane		

with boom and jib or leads 220' or longer	28.27	11.65
Engineer when operating crane with boom and jib or leads 140' or longer	27.97	11.65
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	26.29	11.65
LEVEL D WHEN CAPPING LANDFILL:		
GROUP 1	25.07	11.65
GROUP 2	21.18	11.65
Engineer when operating crane with boom and jib or leads 220' or longer	28.02	11.65
Engineer when operating crane with boom and jib or leads 140' or longer	27.72	11.65
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	26.04	11.65

#### HAZARDOUS WASTE REMOVAL CLASSIFICATIONS

Group 1: Backhoe, batch plant operator, clamshell, concrete breaker when attached to hoe, concrete cleaning decontamination machine operator, concrete pump, concrete paver, crusher, dozer, elevating grader, endloader, farm tractor (90 h.p. and higher), gradall, grader, heavy equipment robotics operator, loader, pug mill, pumpcrete machines, pump trucks, roller, scraper (self-propelled or tractor drawn), side boom tractor, slip form paver, sloop paver, trencher, ultra high pressure waterjet cutting tool system, vactors, vacuum blasting machine operator, vertical lifting hoist, vibrating compaction equipment (self-propelled), and well drilling rig

GROUP 2: Air compressor, concrete breaker when not attached to hoe, elevator, end dumps, equipment decontamination operator, farm tractor (less than 90 h.p.), forklift, generator, heater, mulcher, pigs (portable reagent storage tanks), power screens, pumps (water), stationary compressed air plant, sweeper, and welding machine

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ENGI0325L 05/01/2002

	Rates	Fringes
POWER EQUIPMENT OPERATORS:		
GAS DISTRIBUTION AND DUCT INSTALLATION WORK:		
MACOMB, MONROE, OAKLAND, ST. CLAIR, WASHTENAW AND WAYNE COUNTIES:		
GROUP 1	23.30	11.65
GROUP 2	23.17	11.65
GROUP 3	22.04	11.65
GROUP 4	21.47	11.65
STATEWIDE (does not include Macomb, Monroe, Oakland, St. Clair, Washtenaw and Wayne Counties):		
GROUP 1	22.39	11.65
GROUP 2-A	22.29	11.65

GROUP 2-B	22.07	11.65
GROUP 3	21.29	11.65
GROUP 4	20.79	11.65

SCOPE OF WORK:

The construction, installation, treating and reconditioning of pipelines transporting gas vapors within cities, towns, subdivisions, suburban areas, or within private property boundaries, up to and including private meter settings of private industrial, governmental or other premises, more commonly referred to as "distribution work," starting from the first metering station, connection, similar or related facility, of the main or cross country pipeline and including duct installation.

DEFINITION OF GROUPS:

MACOMB, MONROE, OAKLAND, ST. CLAIR, WASHTENAW AND WAYNE COUNTIES:

GROUP 1: Backhoe, crane, grader, mechanic, dozer (D-6 equivalent or larger), side boom (D-4 equivalent or larger), trencher, endloader (2 yd. capacity or greater)

GROUP 2: Dozer (less than D-6 equivalent), endloader (under 2 yd. capacity), side boom (under D-4 capacity), backfiller, pumps (1 or 2 of 6-inch discharge or greater), boom truck (with powered boom), tractor (wheel type other than backhoe or front endloader)

GROUP 3: Tamper (self-propelled), boom truck (with non-powered boom), concrete saw (20 hp or larger), pumps (2 to 4 under 6-inch discharge), compressor (2 or more or when one is used continuously into the second day)

GROUP 4: Oiler, hydraulic pipe pushing machine, grease person STATEWIDE (does not include Macomb, Monroe, Oakland, St. Clair, Washtenaw and Wayne Counties):

GROUP 1: Mechanic, crane (over 1/2 yd. capacity), backhoe (over 1/2 yd. capacity), grader (Caterpillar 12 equivalent or larger)

GROUP 2-A: Trencher, backhoe (1/2 yd. capacity or less)

GROUP 2-B: Crane (1/2 yd. capacity or less), compressor (2 or more), dozer (D-4 equivalent or larger), endloader (1 yd. capacity or larger), pump (1 or 2 six-inch or larger), side boom (D-4 equivalent or larger)

GROUP 3: Backfiller, boom truck (powered), concrete saw (20 hp or larger), dozer (less than D-4 equivalent), endloader (under 1 yd. capacity), farm tractor (with attachments), pump (2 - 4 under six-inch capacity), side boom, tamper (self-propelled)

GROUP 4: Oiler, grease person

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IRON0008H 05/01/2002

	Rates	Fringes
ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON, IRON, KEWEENAW, LUCE, MACKINAC MARQUETTE, MENOMINEE, ONTONAGON AND SCHOOLCRAFT COUNTIES:		

IRONWORKERS:

General contracts \$10,000,000 or greater	23.82	12.51
General contracts less than \$10,000,000	21.31	12.51

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IRON0008L 05/01/2001

	Rates	Fringes
ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON, IRON, KEWEENAW, LUCE, MACKINAC MARQUETTE, MENOMINEE, ONTONAGON AND SCHOOLCRAFT COUNTIES:		



## IRONWORKERS:

Pre engineered metal building erection	16.46	7.96
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IRON0025B 06/01/2001

	Rates	Fringes
ALCONA, ALPENA, ARENAC, BAY, CHEBOYGAN, CLARE, CLINTON, CRAWFORD, GENESEE, GLADWIN, GRATIOT, HURON, INGHAM, IOSCO, ISABELLA, JACKSON, LAPEER, LIVINGSTON, MACOMB, MIDLAND, MONTMORENCY, OAKLAND, OGEMAW, OSCODA, OTSEGO, PRESQUE ISLE, ROSCOMMON, SAGINAW, SANILAC, SHIAWASSEE, ST. CLAIR, TUSCOLA, WASHTENAW AND WAYNE COUNTIES:		

## IRONWORKERS:

Ornamental, structural, precast erector	25.09	17.48
Fence erector	18.37	12.88
Siding & decking	20.56	15.41

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IRON0025G 04/01/2001

	Rates	Fringes
IRONWORKER - PRE-ENGINEERED METAL BUILDING ERECTOR: GENESEE AND LAPEER COUNTIES; LIVINGSTON COUNTY (east of Burkhardt Rd.); MACOMB, OAKLAND AND ST. CLAIR COUNTIES; WASHTENAW COUNTY (east of US #23); AND WAYNE COUNTY	19.50	13.04

ALCONA, ALLEGAN, ALPENA, ANTRIM,  
ARENAC, BARRY, BAY, BENZIE,  
BERRIEN, BRANCH, CALHOUN, CASS,  
CHARLEVOIX, CHEBOYGAN, CLARE,  
CLINTON, CRAWFORD, EATON, EMMET,  
GLADWIN, GRAND TRAVERSE, GRATIOT,  
HILLSDALE, HURON, INGHAM, IONIA,  
IOSCO, ISABELLA, JACKSON,  
KALAMAZOO, KALKASKA, KENT, LAKE  
AND LEELANAU COUNTIES; LIVINGSTON  
COUNTY (west of Burkhardt Rd.);  
MANISTEE, MASON, MECOSTA, MIDLAND,  
MISSAUKEE, MONTCALM, MONTMORENCY,  
MUSKEGON, NEWAYGO, OCEANA, OGEMAW,  
OSCEOLA, OSCODA, OTSEGO, OTTAWA,  
PRESQUE ISLE, ROSCOMMON, SAGINAW,  
ST. JOSEPH, SANILAC, SHIAWASSEE,  
TUSCOLA AND VAN BUREN, WASHTENAW  
COUNTY (west of US #23); AND  
WEXFORD COUNTY

18.28	12.04
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IRON0025Z 06/01/2001

	Rates	Fringes
ALCONA, ALPENA, ARENAC, BAY, CHEBOYGAN, CLARE, CLINTON, CRAWFORD, GENESEE, GLADWIN, GRATIOT, HURON, INGHAM, IOSCO, ISABELLA, JACKSON, LAPEER, LIVINGSTON, MACOMB, MIDLAND, MONTMORENCY, OAKLAND, OGEMAW, OSCODA, OTSEGO, PRESQUE ISLE, ROSCOMMON, SAGINAW, SANILAC, SHIAWASSEE, ST. CLAIR, TUSCOLA, WASHTENAW AND WAYNE COUNTIES:		

## IRONWORKERS:

Machinery mover, rigger and machinery erector	22.11	15.48
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IRON0026N 06/01/2001

	Rates	Fringes
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ALCONA, ALPENA, ARENAC, BAY, CHEBOYGAN, CLARE, CLINTON, CRAWFORD,  
GENESEE, GLADWIN, GRATIOT, HURON, INGHAM, IOSCO, ISABELLA,  
JACKSON, LAPEER, LIVINGSTON, MACOMB, MIDLAND, MONTMORENCY,  
OAKLAND, OGEMAW, OSCODA, OTSEGO, PRESQUE ISLE, ROSCOMMON,  
SAGINAW, SANILAC, SHIAWASSEE, ST. CLAIR, TUSCOLA, WASHTENAW AND  
WAYNE COUNTIES:

IRONWORKERS:

Reinforcing	23.50	15.51
Wire mesh	19.87	14.24

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IRON0055E 07/01/2002

	Rates	Fringes
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LENAWEE AND MONROE COUNTIES:

IRONWORKERS:

Pre-engineered metal buildings; flat road mesh	19.43	12.41
Fences and guardrails	18.43	12.02
All other work	24.15	12.41

FOOTNOTES:

Work in tunnels and caissons under pressure: \$.50 per hour  
additional.

Work on furnaces, kilns or similar type units with a  
temperature of 125 degrees F. or over: \$1.00 per hour additional.

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IRON0292C 06/01/2002

	Rates	Fringes
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BERRIEN AND CASS COUNTIES:

IRONWORKERS:

Ironworker	21.50	10.56
Cad welder	22.00	10.56

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IRON0340A 06/01/2001

	Rates	Fringes
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ALLEGAN, ANTRIM, BARRY, BENZIE, BRANCH, CALHOUN, CHARLEVOIX,  
EATON, EMMET, GRAND TRAVERSE, HILLSDALE, IONIA, KALAMAZOO,  
KALKASKA, KENT, LAKE, LEELANAU, MANISTEE, MASON, MECOSTA,  
MISSAUKEE, MONTCALM, MUSKEGON, NEWAYGO, OCEANA, OSCEOLA, OTTAWA,  
ST. JOSEPH, VAN BUREN AND WEXFORD COUNTIES:

IRONWORKERS:

Reinforcing and structural	21.00	9.99
Rigger; Heavy machinery mover	20.62	8.56

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LABO0005H 10/01/2002

	Rates	Fringes
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LABORERS:

HAZARDOUS WASTE ABATEMENT:

MACOMB AND WAYNE COUNTIES:

Work performed inside the building  
and up to and including 5 ft.  
outside the building:

Work performed in conjunction  
with site preparation not

requiring the use of personal protective equipment; Also, Level D	22.80	8.71
Levels A, B or C	23.80	8.71
Work performed over 5 ft. outside the building:		
Work performed in conjunction with site preparation not requiring the use of personal protective equipment; Also, Level D	21.20	7.56
Levels A, B or C	22.20	7.56
LIVINGSTON COUNTY (east of M-151 (Oak Grove Rd.) and north of M-59, excluding the city of Howell);AND OAKLAND COUNTY:		
Work performed in conjunction with site preparation not requiring the use of personal protective equipment; Also, Level D	22.80	8.71
Levels A, B or C	23.80	8.71
LIVINGSTON COUNTY (east of M-151 (Oak Grove Rd.) and south of M-59, excluding the city of Howell); AND WASHTENAW COUNTY:		
Work performed inside the building and up to and including 5 ft. outside the building:		
Work performed in conjunction with site preparation not requiring the use of personal protective equipment; Also, Level D	23.49	7.39
Levels A, B or C	24.49	7.39
Work performed over 5 ft. outside the building:		
Work performed in conjunction with site preparation not requiring the use of personal protective equipment; Also, Level D	20.77	5.69
Levels A, B or C	21.77	5.69
MONROE COUNTY:		
Work performed inside the building and up to and including 5 ft. outside the building:		
Work performed in conjunction with site preparation not requiring the use of personal protective equipment; Also, Level D	23.76	7.49
Levels A, B or C	24.76	7.49
Work performed over 5 ft. outside the building line:		
Work performed in conjunction with site preparation not		

	requiring the use of		
	personal protective		
	equipment; Also, Level D	24.76	7.49
	Levels A, B or C	25.76	7.49
HILLSDALE, JACKSON AND LENAWEE COUNTIES:			
	Work performed inside the building		
	and up to and including 5 ft.		
	outside the building:		
	Work performed in conjunction		
	with site preparation not		
	requiring the use of		
	personal protective		
	equipment; Also, Level D	19.89	5.89
	Levels A, B or C	20.89	5.89
	Work performed over 5 ft. outside		
	the building:		
	Work performed in conjunction		
	with site preparation not		
	requiring the use of		
	personal protective		
	equipment; Also, Level D	20.77	5.69
0			
1	Levels A, B or C	21.77	5.69
2			
3	SANILAC AND ST. CLAIR COUNTIES:		
4			
5	Work performed inside the building		
6	and up to and including 5 ft.		
7	outside the building:		
8			
9	Work performed in conjunction		
0	with site preparation not		
1	requiring the use of		
2	personal protective		
3	equipment; Also, Level D	23.42	6.59
4			
5	Levels A, B or C	24.42	6.59
6			
7	Work performed over 5 ft. outside		
8	the building:		
9			
0	Work performed in conjunction		
1	with site preparation not		
2	requiring the use of		
3	personal protective		
4	equipment; Also, Level D	19.21	5.69
5			
6	Levels A, B or C	20.21	5.69
7			
8	CLINTON, EATON AND INGHAM COUNTIES;		
9	IONIA COUNTY (City of Portland);		
0	LIVINGSTON COUNTY (west of M-151		
1	(Oak Grove Rd.), including the		
2	City of Howell):		
3			
4	Work performed in conjunction		
5	with site preparation not		

6	requiring the use of		
7	personal protective		
8	equipment; Also, Level D	19.21	5.69
9			
0	Levels A, B or C	20.21	5.69
1			
2	GENESEE, LAPEER AND SHIAWASSEE		
3	COUNTIES:		
4	Work performed in conjunction		
5	with site preparation not		
6	requiring the use of		
7	personal protective		
8	equipment; Also, Level D	19.82	5.69
9			
0	Levels A, B or C	20.82	5.69
1			
2	ARENAC, BAY, CLARE, GLADWIN, GRATIOT,		
3	HURON, ISABELLA, MIDLAND, OGEMAW,		
4	ROSCOMMON, SAGINAW AND TUSCOLA		
5	COUNTIES:		
6			
7	Work performed in conjunction		
8	with site preparation not		
9	requiring the use of		
0	personal protective		
1	equipment; Also, Level D	19.61	5.69
2			
3	Levels A, B or C	20.61	5.69
4			
5	ALLEGAN, BARRY, BERRIEN, BRANCH,		
6	CALHOUN, CASS, IONIA COUNTY (except		
7	the city of Portland); KALAMAZOO,		
8	KENT, LAKE, MANISTEE, MASON,		
9	MECOSTA, MONTCALM, MUSKEGON,		
0	NEWAYGO, OCEANA, OSCEOLA, OTTAWA,		
1	ST. JOSEPH AND VAN BUREN COUNTIES:		
2			
3	Work performed in conjunction		
4	with site preparation not		
5			
6	requiring the use of		
7	personal protective		
8	equipment; Also, Level D	18.11	5.69
9			
0	Levels A, B or C	19.11	5.69
1			
2	ALCONA, ALPENA, ANTRIM, BENZIE,		
3	CHARLEVOIX, CHEBOYGAN, CRAWFORD,		
4	EMMET, GRAND TRAVERSE, IOSCO,		
5	KALKASKA, LEELANAU, MISSAUKEE,		
6	MONTMORENCY, OSCODA, OTSEGO,		
7	PRESQUE ISLE AND WEXFORD COUNTIES:		
8			
9	Work performed in conjunction		
0	with site preparation not		
1	requiring the use of		
2	personal protective		

3 equipment; Also, Level D 17.23 5.69

4

5 Levels A, B or C 18.23 5.69

6

7 ALGER, BARAGA, CHIPPEWA, DELTA,

8 DICKINSON, GOGEBIC, HOUGHTON, IRON,

9 KEWEENAW, LUCE, MACKINAC,

0 MARQUETTE, MENOMINEE, ONTONAGON AND

1 SCHOOLCRAFT COUNTIES:

2

3 Work performed inside the building

4 and up to and including 5 ft.

5 outside the building:

6

7 Work performed in conjunction

8 with site preparation not

9 requiring the use of

0 personal protective

1 equipment; Also, Level D 19.36 6.39

2

3 Levels A, B or C 20.36 6.39

4

5 Work performed over 5 ft. outside

6 the building:

7

8 Work performed in conjunction

9 with site preparation not

0 requiring the use of

1 personal protective

2 equipment; Also, Level D 18.35 5.69

3

4 Levels A, B or C 19.35 5.69

5 -----

6

7 LABO0259B 09/01/2002

8

9 Rates Fringes

0 LABORERS:

1 TUNNEL, SHAFT & CAISSON:

2

3 SCOPE OF WORK:

4 Tunnel, shaft and caisson work of every type and description

5 and all operations incidental thereto, including, but not

6 limited to, shafts and tunnels for sewers, water, subways,

7 transportation, diversion, sewerage, caverns, shelters,

8 aquafers, reservoirs, missile silos and steel sheeting for

9 underground construction.

0

1 MACOMB, OAKLAND AND WAYNE COUNTIES:

2 GROUP 1 20.75 7.77

3 GROUP 2 20.86 7.77

4 GROUP 3 20.92 7.77

5 GROUP 4 21.10 7.77

6 GROUP 5 21.35 7.77

7 GROUP 6 21.68 7.77

8 GROUP 7 14.96 7.77

9

0 STATEWIDE (does not include  
1 Macomb, Oakland and Wayne  
2 Counties):

3 GROUP 1	21.12	5.75
4 GROUP 2	21.21	5.75
5 GROUP 3	21.31	5.75
6 GROUP 4	21.47	5.75
7 GROUP 5	21.73	5.75
8 GROUP 6	22.04	5.75
9 GROUP 7	14.31	5.75

0  
1 TUNNEL LABORER CLASSIFICATIONS  
2

3 GROUP 1: Tunnel, shaft and caisson laborer, dump, shanty, hog  
4 house tender, testing (on gas)  
5

6 GROUP 2: Manhole, headwall, catch basin builder, bricklayer  
7 tender, mortar machine, material mixer, fence erector and guard  
8 rail builder  
9

0 GROUP 3: Air tool operator (jackhammer, bush hammer and  
1 grinder), first bottom, second bottom, cage tender, car pusher,  
2 carrier, concrete, concrete form, concrete repair, cement invert  
3 laborer, cement finisher, concrete shoveler, conveyor, floor,  
4 gasoline and electric tool operator, gunite, grout operator,  
5 welder, heading dinky person, inside lock tender, pea gravel  
6 operator, pump, outside lock tender, scaffold, top signal person,  
7 switch person, track, tugger, utility person, vibrator, winch  
8 operator, pipe jacking, wagon drill and air track operator and  
9 concrete saw operator (under 40 h.p.)  
0

1 GROUP 4: Tunnel, shaft and caisson mucker, bracer, liner plate,  
2 long haul dinky driver and well point  
3

4 GROUP 5: Tunnel, shaft and caisson miner, drill runner, key  
5 board operator, power knife operator, reinforced steel or mesh  
6 (e.g. wire mesh, steel mats, dowel bars, etc.)  
7

8 GROUP 6: Dynamite and powder  
9

0 GROUP 7: Restoration laborer, seeding, sodding, planting,  
1 cutting, mulching and top soil grading; and the restoration of  
2 property such as replacing mailboxes, wood chips, planter  
3 boxes, flagstones, etc.  
4 -----  
5

6 LABO0334A 09/01/2001

7	Rates	Fringes
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8 LABORERS:

9 OPEN CUT:  
0

1 SCOPE OF WORK:

2 Open cut construction work shall be construed to mean work  
3 which requires the excavation of earth including industrial,  
4 commercial and residential building site excavation and  
5 preparation, land balancing, demolition and removal of concrete  
6 and underground appurtenances, grading, paving, sewers, utilities

7 and improvements; retention, oxidation, flocculation and  
 8 irrigation facilities, and also including but not limited to  
 9 underground piping, conduits, steel sheeting for underground  
 0 construction, and all work incidental thereto, and general  
 1 excavation. For all areas except the Upper Peninsula, open cut  
 2 construction work shall also be construed to mean waterfront  
 3 work, piers, docks, seawalls, breakwalls, marinas and all  
 4 incidental work.

5 Open cut construction work shall not include any structural  
 6 modifications, alterations, additions and repairs to buildings,  
 7 or highway work, including roads, streets, bridge construction  
 8 and parking lots or steel erection work and excavation for the  
 9 building itself and back filling inside of and within 5 ft. of  
 0 the building and foundations, footings and piers for the  
 1 building. Open cut construction work shall not include any work  
 2 covered under Tunnel, Shaft and Caisson work.

3

4 MACOMB, OAKLAND AND WAYNE COUNTIES:

5	GROUP 1	20.00	7.47
6	GROUP 2	20.11	7.47
7	GROUP 3	20.16	7.47
8	GROUP 4	20.24	7.47
9	GROUP 5	20.30	7.47
0	GROUP 6	17.75	7.47
1	GROUP 7	14.37	7.47

2

3 LIVINGSTON COUNTY (east of M-151 (Oak

4

5 Grove Rd.)); MONROE AND WASHTENAW  
 6 COUNTIES:

7	GROUP 1	19.85	5.32
8	GROUP 2	19.96	5.32
9	GROUP 3	20.08	5.32
0	GROUP 4	20.15	5.32
1	GROUP 5	20.30	5.32
2	GROUP 6	17.60	5.32
3	GROUP 7	14.24	5.32

4

5 CLINTON, EATON, GENESEE, HILLSDALE  
 6 AND INGHAM COUNTIES; IONIA COUNTY  
 7 (City of Portland); JACKSON, LAPEER  
 8 AND LENAWEE COUNTIES; LIVINGSTON COUNTY  
 9 (west of M-151 (Oak Grove Rd.));  
 0 SANILAC, ST. CLAIR AND SHIAWASSEE  
 1 COUNTIES:

2	GROUP 1	18.64	5.32
3	GROUP 2	18.78	5.32
4	GROUP 3	18.90	5.32
5	GROUP 4	18.95	5.32
6	GROUP 5	19.09	5.32
7	GROUP 6	16.39	5.32
8	GROUP 7	13.54	5.32

9

0 ALCONA, ALLEGAN, ALPENA, ANTRIM,  
 1 ARENAC, BARRY, BAY, BENZIE, BERRIEN,  
 2 BRANCH, CALHOUN, CASS, CHARLEVOIX,  
 3 CHEBOYGAN, CLARE, CRAWFORD, EMMET,



4 GLADWIN, GRAND TRAVERSE, GRATIOT  
 5 AND HURON COUNTIES; IONIA COUNTY  
 6 (EXCEPT THE CITY OF PORTLAND);  
 7 IOSCO, ISABELLA, KALAMAZOO, KALKASKA,  
 8 KENT, LAKE, LEELANAU, MANISTEE, MASON,  
 9 MECOSTA, MIDLAND, MISSAUKEE, MONTCALM,  
 0 MONTMORENCY, MUSKEGON, NEWAYGO, OCEANA,  
 1 OGEMAW, OSCEOLA, OSCODA, OSTEGO,  
 2 OTTAWA, PRESQUE ISLE, ROSCOMMON,  
 3 SAGINAW, ST. JOSEPH, TUSCOLA, VAN BUREN  
 4 AND WEXFORD COUNTIES:

5	GROUP 1	17.55	5.32
6	GROUP 2	17.68	5.32
7	GROUP 3	17.79	5.32
8	GROUP 4	17.86	5.32
9	GROUP 5	17.98	5.32
0	GROUP 6	15.20	5.32
1	GROUP 7	13.54	5.32

2  
 3 ALGER, BARAGA, CHIPPEWA, DELTA,  
 4 DICKINSON, GOGEBIC, HOUGHTON, IRON,  
 5 KEWEENAW, LUCE, MACKINAC, MARQUETTE,  
 6 MENOMINEE, ONTONAGON AND SCHOOLCRAFT  
 7 COUNTIES:

9	GROUP 1	17.78	5.32
0	GROUP 2	17.92	5.32
1	GROUP 3	18.05	5.32
2	GROUP 4	18.10	5.32
3	GROUP 5	18.15	5.32
4	GROUP 6	15.53	5.32
5	GROUP 7	13.64	5.32

6  
 7 OPEN CUT LABORER CLASSIFICATIONS

8  
 9 GROUP 1: Construction laborer  
 0  
 1 GROUP 2: Mortar and material mixer, concrete form person,  
 2 signal person, well point person, manhole, headwall and catch  
 3 basin builder, guard rail builder, headwall, seawall, breakwall,  
 4 dock builder and fence erector  
 5  
 6 GROUP 3: Air, gasoline and electric tool operator, vibrator  
 7 operator, driller, pump person, tar kettle operator, bracer,  
 8 rodder, reinforced steel or mesh person (e.g., wire mesh, steel  
 9 mats, dowel bars, etc.), welder, pipe jacking and boring person,  
 0 wagon drill and air track operator and concrete saw operator  
 1 (under 40 h.p.), windlass and tugger person and directional  
 2 boring person  
 3  
 4 GROUP 4: Trench or excavating grade person  
 5  
 6 GROUP 5: Pipe layer (including crock, metal pipe, multi-plate  
 7 or other conduits)  
 8  
 9 GROUP 6: Grouting person, audio-visual television operations  
 0 and all other operations in connection with closed circuit

1 television inspection, pipe cleaning and pipe relining work  
2  
3 GROUP 7: Restoration laborer, seeding, sodding, planting,  
4 cutting, mulching and top soil grading; and the restoration of  
5 property such as replacing mailboxes, wood chips, planter boxes,  
6 flagstones, etc.

7 -----

8  
9 LABO0465A 06/01/2002  
0 Rates Fringes

1 LABORERS:  
2 (does not include hazardous waste  
3 abatement; tunnel, shaft & caisson;  
4 or open cut construction):

5  
6 GENESEE, MACOMB, MONROE, OAKLAND,  
7 WASHTENAW AND WAYNE COUNTIES:  
8 GROUP 1 21.34 5.95  
9 GROUP 2 21.47 5.95  
0 GROUP 3 21.65 5.95  
1 GROUP 4 21.73 5.95  
2 GROUP 5 21.94 5.95  
3  
4 GROUP 6 22.24 5.95

5  
6 ALLEGAN, BARRY, BAY, BERRIEN, BRANCH,  
7 CALHOUN, CASS, CLINTON, EATON,  
8 GRATIOT, HILLSDALE, HURON, INGHAM,  
9 JACKSON, KALAMAZOO, LAPEER, LENAWEE,  
0 LIVINGSTON, MIDLAND, MUSKEGON,  
1 SAGINAW, SANILAC, SHIAWASSEE, ST.  
2 CLAIR, ST. JOSEPH, TUSCOLA AND VAN  
3 BUREN COUNTIES:  
4 GROUP 1 19.79 5.95  
5 GROUP 2 19.99 5.95  
6 GROUP 3 20.23 5.95  
7 GROUP 4 20.58 5.95  
8 GROUP 5 20.45 5.95  
9 GROUP 6 20.79 5.95

0  
1 ALCONA, ALGER, ALPENA, ANTRIM,  
2 ARENAC, BARAGA, BENZIE, CHARLEVOIX,  
3 CHEBOYGAN, CHIPPEWA, CLARE,  
4 CRAWFORD, DELTA, DICKINSON, EMMET,  
5 GLADWIN, GOGEBIC, GRAND TRAVERSE,  
6 HOUGHTON, IONIA, IOSCO, IRON,  
7 ISABELLA, KALKASKA, KENT, KEWEENAW,  
8 LAKE, LEELANAU, LUCE, MACKINAC,  
9 MANISTEE, MARQUETTE, MASON, MECOSTA,  
0 MENOMINEE, MISSAUKEE, MONTCALM,  
1 MONTMORENCY, NEWAYGO, OCEANA,  
2 OGEMAW, ONTONAGON, OSCEOLA, OSCODA,  
3 OTSEGO, OTTAWA, PRESQUE ISLE,  
4 ROSCOMMON, SCHOOLCRAFT AND WEXFORD  
5 COUNTIES:  
6 GROUP 1 19.04 5.95  
7 GROUP 2 19.25 5.95

8	GROUP 3	19.54	5.95
9	GROUP 4	19.98	5.95
0	GROUP 5	19.60	5.95
1	GROUP 6	20.03	5.95

2

### LABORER CLASSIFICATIONS

4

5 GROUP 1: Asphalt shoveler or loader; asphalt plant misc.;  
 6 burlap person; yard person; dumper (wagon, truck, etc.); joint  
 7 filling laborer; miscellaneous laborer; unskilled laborer;  
 8 sprinkler laborer; form setting laborer; form stripper; pavement  
 9 reinforcing; handling and placing (e.g., wire mesh, steel mats,  
 0 dowel bars); mason's tender or bricklayer's tender on manholes;  
 1 manhole builder; headwalls, etc.; waterproofing, (other than  
 2 buildings) seal coating and slurry mix, shoring, underpinning;  
 3 pressure grouting; bridge pin and hanger removal; material  
 4 recycling laborer; horizontal paver laborer (brick, concrete,  
 5 clay, stone and asphalt); ground stabilization and modification  
 6 laborer; grouting; waterblasting; top person; railroad track and  
 7  
 8 trestle laborer

9

0 GROUP 2: Mixer operator (less than 5 sacks); air or electric  
 1 tool operator (jackhammer, etc.); spreader; boxperson (asphalt,  
 2 stone, gravel); concrete paddler; power chain saw operator;  
 3 paving batch truck dumper; asphalt screed checker and tunnel  
 4 mucker (highway work only); concrete saw (under 40 h.p.) and dry  
 5 pack machine

6

7 GROUP 3: Tunnel miner (highway work only); finishers tenders;  
 8 guard rail builder; highway and median barrier installer; earth  
 9 retention barrier and wall and M.S.E. wall installer (including  
 0 sound, retaining and crash barriers); fence erector; bottom  
 1 person; powder person; wagon drill and air track operator;  
 2 diamond and core drills; and grade checker

3

4 GROUP 4: Asphalt raker

5

6 GROUP 5: Pipe layers, oxy-gun

7

8 GROUP 6: Line-form setter for curb or pavement

9 -----

0

1 PAIN0022B 06/01/2001

2

3 HILLSDALE, JACKSON AND LENAWE COUNTY; LIVINGSTON COUNTY (east  
 4 of the eastern city limits of Howell, not including the city of  
 5 Howell, north to the Genesee County line and south to the  
 6 Washtenaw County line); MACOMB, MONROE, OAKLAND, WASHTENAW AND  
 7 WAYNE COUNTIES:

8

9 PAINTER	22.39	9.75
-----------	-------	------

0

### FOOTNOTES:

2 For all spray work and journeyman rigging for spray work, also  
 3 blowing off, \$0.80 per hour additional (applies only to workers  
 4 doing rigging for spray work on off the floor work. Does not

5 include setting up or moving rigging on floor surfaces, nor does  
6 it apply to workers engaged in covering up or tending spray  
7 equipment.

8 For all sandblasting and spray work performed on highway  
9 bridges, overpasses, tanks or steel, \$0.80 per hour additional.

0 For all brushing, cleaning and other preparatory work (other  
1 than spraying or steeplejack work) at scaffold heights of fifty  
2 (50) feet from the ground or higher, \$0.50 per hour additional.

3 For all preparatorial work and painting performed on open steel  
4 under forty (40) feet when no scaffolding is involved, \$0.50 per  
5 hour additional.

6 For all swing stage work - window jacks and window belts -  
7 exterior and interior, \$0.50 per hour additional.

8 For all spray work and sandblaster work to a scaffold height of  
9 forty (40) feet above the floor level, \$0.80 per hour additional.

0 For all preparatorial work and painting on all highway bridges  
1 or overpasses up to forty (40) feet in height, \$0.50 per hour  
2  
3 additional.

4 For all steeplejack work performed where the elevation is forty  
5 (40) feet or more, \$1.25 per hour additional.

6 -----  
7

8 PAIN0312A 06/01/2002

9 Rates Fringes  
0 ALLEGAN COUNTY (does not include the townships of Dorr, Fillmore,  
1 Heath, Hopkins, Laketown, Leighton, Manlius, Monterey, Overisel,  
2 Salem, Saugatuck and Wayland)); BARRY, BRANCH AND CALHOUN  
3 COUNTIES; CASS COUNTY (east of an imaginary line running north  
4 and south through the town of Cassopolis); EATON COUNTY  
5 (Townships of Bellevue and Olivet); KALAMAZOO AND ST. JOSEPH  
6 COUNTIES; VAN BUREN COUNTY (east of an imaginary line  
7 running north and south through the town of Lawrence):  
8

9 PAINTERS:

0 Brush and roller; sign painting	18.70	8.25
1 Spray and sandblast	19.90	8.25
2 Swing stage, structural steel,		
3 steeplejack, boatswain chair		
4 and confined space	19.50	8.25
5 Mechanical roller	19.40	8.25

6 -----  
7

8 PAIN0845C 05/10/2001

9 Rates Fringes  
0 CLINTON COUNTY; EATON COUNTY (does not include the townships of  
1 Bellevue and Olivet); INGHAM COUNTIES; IONIA COUNTY (east of Hwy.  
2 M 66); LIVINGSTON COUNTY (west of the eastern city limits of  
3 Howell, including the city of Howell, north to the Genesee County  
4 line and south to the Washtenaw County line); AND SHIAWASSEE  
5 COUNTY (Townships of Bennington, Laingsbury and Perry):  
6

7 PAINTER	20.19	4.57
-----------	-------	------

8  
9 FOOTNOTES:

0 Work on vinyl, spray, blow-off, blast-all blasting including  
1 water blasting, lead, all epoxy, and high rate: \$.85 per hour

2 additional.

3 -----

4

5 PAIN0845Q 06/01/1998

6

Rates

Fringes

7 MUSKEGON COUNTY; NEWAYGO COUNTY (except the Townships of Barton,  
8 Big Prairie, Brooks, Croton, Ensley, Everett, Goodwell, Grant,  
9 Home, Monroe, Norwich and Wilcox); OCEANA COUNTY; OTTAWA COUNTY  
0 (except the townships of Allendale, Blendone, Chester,  
1 Georgetown, Holland, Jamestown, Olive, Park, Polkton, Port  
2 Sheldon, Tallmadge, Wright and Zeeland):

3

4 PAINTERS:

5

6 Brush and roller 16.95 2.31

7 Brush (falling distance which  
8 exceeds 30') 17.45 2.31

9 Spray; Sandblasting; Hydroblast  
0 (handheld lance 5,000 PSI and  
1 over); Power grinders (7" disc  
2 or over) 17.70 2.31

3 Spray (falling distance which  
4 exceeds 30'); Sandblasting  
5 (falling distance which exceeds  
6 30'); High work (all  
7 preparatorial work, sand  
8 blasting, and painting from a  
9 falling height exceeding 30 ft.  
0 on the following named structures:

1 radio towers, exterior cranes  
2 but not including work performed  
3 from scaffolding or a platform  
4 or basket suspended from a  
5 crane or hoist) 18.20 2.31

6 Work performed in confined  
7 spaces 18.45 2.31

8 -----

9

0 PAIN0845T 05/11/2000

1

Rates

Fringes

2 ALLEGAN COUNTY (Townships of Dorr, Fillmore, Heath, Hopkins,  
3 Laketown, Leighton, Manlius, Monterey, Overisel, Salem,  
4 Saugatuck and Wayland); IONIA COUNTY (west of Hwy. M-66); KENT,  
5 MECOSTA AND MONTCALM COUNTIES; NEWAYGO COUNTY (Townships of  
6 Barton, Big Prairie, Brooks, Croton, Ensley, Everett, Goodwell,  
7 Grant, Home, Monroe, Norwich and Wilcox); OSCEOLA COUNTY (south  
8 of Hwy. #10); OTTAWA COUNTY (Townships of Allendale, Blendone,  
9 Chester, Georgetown, Holland, Jamestown, Olive, Park, Polkton,  
0 Port Sheldon, Tallmadge, Wright and Zeeland):

1

2 PAINTERS:

3 Brush 15.16 5.66

4 Spray 16.16 5.66

5 Brush, swing stage; window jacks  
6 and belts 15.66 5.66

7 Spray or sandblast, swing stage;  
8 steepjack 16.66 5.66

9	Steamclean	16.16	5.66
0	Waterblast; sandblast	16.91	5.66
1			
2	Electric substations	16.66	5.66
3			
4	Bridges over highways and railroads:		
5	Brush	15.41	5.66
6	Spray	16.41	5.66
7	Water - sandblast	16.91	5.66
8			
9	Interior pipes closed vessels and		
0	closed tanks:		
1			
2	Brush	15.66	5.66
3	Spray	16.66	5.66
4			
5	Interior high work:		
6	Brush	16.66	5.66
7	Spray	17.66	5.66
8			
9	Fireproofing work	16.16	5.66
0			

1 FOOTNOTES:

2 Lead abatement work: \$1.00 per hour additional.

3 -----

4  
5 PAIN1011D 06/01/2001

6		Rates	Fringes
7	ALGER, BARAGA, CHIPPEWA, DELTA, DICKINSON, GOGEBIC, HOUGHTON,		
8	IRON, KEWEENAW, LUCE, MACKINAC, MARQUETTE, MENOMINEE, ONTONAGON		
9	AND SCHOOLCRAFT COUNTIES:		

0			
1	PAINTER	19.40	4.04
2			

3 FOOTNOTES:

4 High pay (bridges, overpasses, watertower):

5 30 to 80 ft.: \$.25 per hour additional.

6 80 ft. and over: \$.75 per hour additional.

7 -----

8  
9 PAIN1052D 12/01/2002

0		Rates	Fringes
1	GENESEE COUNTY; LAPEER COUNTY (west of Hwy. M-53); AND SHIAWASSEE		
2	COUNTY (does not include the townships of Bennington, Laingsbury		
3	and Perry):		

4			
5	PAINTER	20.85	6.57
6			

7 FOOTNOTES:

8 Lead abatement work: \$1.50 per hour additional.

9 Application of paint by pressure roller: \$.80 per hour  
0 additional.

1 Sand blasting, steam cleaning, acid cleaning, and all work  
2 ordinarily performed as such: \$1.00 per hour additional.

3 Swing stage, boatswain chair, window jacks and all work

4 performed over a falling height of 30 ft.: \$.30 per hour

5 additional. For each additional 15 ft. of height: \$.10 per hour

6 additional.

7 All industrial spray gun work, pick pullers and those handling  
8 needles also for cleaning by blowing off by air pressure: \$1.00  
9 per hour additional. Commercial spray rate shall be paid only on  
0 deck and truss: .30 per hour additional.

1 All work such as steeplejack, tanks, gas holders, stacks, flag  
2 poles, radio towers and beacons, power line towers, bridges,  
3 etc.: \$.65 per hour additional, paid from the ground up.

4  
5 Application of paint by use of a mitt: \$.35 per hour  
6 additional.

7 -----

8

9 PAIN1396B 05/17/2000

0

Rates

Fringes

1 ALLEGAN COUNTY (west of Hwy. M-40 (does not include the townships  
2 of Dorr, Fillmore, Heath, Hopkins, Laketown, Leighton, Manlius,  
3 Monterey, Overisel, Salem, Saugatuck and Wayland)); BERRIEN  
4 COUNTY; CASS COUNTY (west of an imaginary line running north and  
5 south through the town of Cassopolis); VAN BUREN COUNTY (west of  
6 an imaginary line running north and south through the town of  
7 Lawrence):

8

9 PAINTERS:

0 Heavy industrial construction and  
1 nuclear plants:

2 Brush & roller 21.30 4.73

3 Spray; sandblasting; work above  
4 30 ft.; bazooka gun; mud box;

5 brush - steel; all work with  
6 mitts; all epoxy paint; all  
7 power cleaning equipment; lead

8 abatement 23.05 4.73

9

0 All other work:

1 Brush & roller 18.30 4.73

2 Spray; sandblasting; work above  
3 30 ft.; bazooka gun; mud box;

4 brush - steel; all work with  
5 mitts; all epoxy paint; all  
6 power cleaning equipment; lead

7 abatement 20.05 4.73

8 -----

9

0 PAIN1474B 06/01/2000

1

Rates

Fringes

2 HURON COUNTY; LAPEER COUNTY (east of Hwy. M-53); ST. CLAIR,  
3 SANILAC AND TUSCOLA COUNTIES:

4

5 PAINTER:

6 Work on industrial repainting, and

7 bridge projects 19.80 4.65

8 All other work 22.00 4.65

9

0 FOOTNOTES:

1 Lead abatement work: \$1.00 per hour additional.

2 Work with any hazardous material: \$1.00 per hour additional.

3 Sandblasting, steam cleaning and acid cleaning: \$1.00 per hour  
4 additional.

5 Ladder work at or above 40 ft., scaffold work at or above 40  
6 ft., swing stage, boatswain chair, window jacks and all work  
7 performed over a falling height of 40 ft.: \$1.00 per hour  
8 additional.

9  
0 Spray gun work, pick pullers and those handling needles,  
1 blowing off by air pressure, and any person rigging (setting up  
2 and moving off the ground): \$1.00 per hour additional.

3 Steeplejack, tanks, gas holders, stacks, flag poles, radio  
4 towers and beacons, power line towers, bridges, etc.: \$1.00 per  
5 hour additional, paid from the ground up.

6 -----

7

8 PAIN1803C 12/01/2001

9 Rates Fringes

0 ALCONA, ALPENA, ANTRIM, ARENAC, BAY, BENZIE, CHARLEVOIX,  
1 CHEBOYGAN, CLARE, CRAWFORD, EMMET, GLADWIN, GRAND TRAVERSE,  
2 GRATIOT, IOSCO, ISABELLA, KALKASKA, LAKE, LEELANAU, MANISTEE,  
3 MASON, MIDLAND, MISSAUKEE, MONTMORENCY AND OGEMAW COUNTIES;  
4 OSCEOLA COUNTY (north of Hwy. #10); OSCODA, OTSEGO, PRESQUE ISLE,  
5 ROSCOMMON, SAGINAW AND WEXFORD COUNTIES:

6

7 PAINTERS:

8 Work performed on water, bridges  
9 over water or moving traffic,  
0 radio and powerline towers,  
1 elevated tanks, steeples, smoke  
2 stacks over 40 ft. of falling  
3 heights, recovery of lead-based  
4 paints and any work associated  
5 with industrial plants, except  
6 maintenance of industrial

7 plants 19.40 7.35

8 All other work, including  
9 maintenance of industrial

0 plant 17.98 7.35

1

2 FOOTNOTES:

3 Spray painting, sandblasting, blowdown associated with spraying  
4 and blasting, water blasting and work involving a swing stage,  
5 boatswain chair or spider: \$1.00 per hour additional.

6 All work performed inside tanks, vessels, tank trailers,  
7 railroad cars, sewers, smoke stacks, boilers or other spaces  
8 having limited egress not including buildings, opentop tanks,  
9 pits, etc.: \$1.25 per hour additional..

0 -----

1

2 PLAS0016P 06/01/2001

3 Rates Fringes

4 CEMENT MASON:

5

6 GENESEE, LIVINGSTON, MACOMB, MONROE,  
7 OAKLAND, SAGINAW, WASHTENAW AND

8 WAYNE COUNTIES 23.79 6.45

9



0	STATEWIDE (does not include Genesee,		
1	Livingston, Macomb, Monroe, Oakland,		
2			
3	Saginaw, Washtenaw and Wayne		
4	Counties)	22.53	6.45
5	-----		
6			
7	PLUM0190D 05/01/2002		
8		Rates	Fringes
9	PLUMBERS AND PIPEFITTERS:		
0	GAS DISTRIBUTION PIPELINE:		
1			
2	Welding in conjunction with		
3	gas distribution pipeline work	25.85	9.67
4			
5	All other work:		
6	Macomb, Oakland and Wayne		
7	Counties	17.74	6.97
8	Remainder of State	16.64	6.97
9	-----		
0			
1	SUMI3001A 08/13/1986		
2		Rates	Fringes
3	FLAG AND SIGNAL PERSON	7.22	
4	-----		
5			
6	SUMI3002B 05/01/2002		
7		Rates	Fringes
8	GENESEE, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE COUNTIES:		
9			
0	PAVEMENT MARKER	20.87	5.52
1	LINE PROTECTOR	16.70	5.52
2			
3	STATEWIDE (does not include Genesee,		
4	Macomb, Monroe, Oakland, Washtenaw		
5	and Wayne Counties):		
6			
7	PAVEMENT MARKER	19.32	5.52
8	LINE PROTECTOR	15.46	5.52
9			
0	PAVEMENT MARKER AND LINE PROTECTOR CLASSIFICATIONS		
1			
2	PAVEMENT MARKER:		
3	Performs all operations, including use of all tools and		
4	equipment for the placement or removal of pavement marking or		
5	markers.		
6			
7	LINE PROTECTOR:		
8	Performs all operations for the protection of fresh markings or		
9	markers in a striping convoy operation.		
0	-----		
1			
2	TEAM0007E 06/01/2002		
3		Rates	Fringes
4	TRUCK DRIVERS:		
5			
6	GENESEE, LIVINGSTON, MACOMB, MONROE,		

7 OAKLAND, WASHTENAW AND WAYNE  
8 COUNTIES:

9 Trucks under 8 cu. yds.	22.895	.50 + a
0 Trucks, 8 cu. yds. and over	22.995	.50 + a
1 Euclids, double bottomms and		
2 lowboys	23.145	.50 + a

3  
4 STATEWIDE (does not include Genesee,  
5 Livingston, Macomb, Monroe,  
6 Oakland, Washtenaw and Wayne  
7 Counties):

8 Trucks under 8 cu. yds.	22.795	.50 + a
9 Trucks, 8 cu. yds. and over	22.895	.50 + a
0 Euclids, double bottoms and		
1 lowboys	23.045	.50 + a

2  
3 FOOTNOTE:

4 a. \$265.90 per week.

5 -----  
6  
7 TEAM0247D 06/01/2002

8	Rates	Fringes
---	-------	---------

9 SIGN INSTALLERS:

0  
1 GENESEE, MACOMB, MONROE, OAKLAND,  
2 WASHTENAW AND WAYNE COUNTIES:

3 GROUP 1	21.73	.15 + a
4 GROUP 2	21.48	.15 + a

5  
6 STATEWIDE (does not include Genesee,  
7 Macomb, Monroe, Oakland, Washtenaw  
8 and Wayne Counties:

9 GROUP 1	20.18	.15 + a
0 GROUP 2	19.93	.15 + a

1  
2 FOOTNOTE:

3 a. \$132.70 per week, plus \$17.80 per day.

4  
5 FOOTNOTE:

6 Contracts of \$600,000 or less:

7 Zone 1: \$1.20 per hour less than the regular rate.

8 Zone 2: \$2.50 per hour less than the regular rate.

9  
0 Contracts of \$75,000 or less (Zone 2 only): \$3.00 per hour less  
1 than the regular rate.

2  
3 SIGN INSTALLER CLASSIFICATIONS

4  
5 GROUP 1: performs all necessary labor and uses all tools  
6 required to construct and set concrete forms required in the  
7 installation of highway and street signs

8  
9 GROUP 2: performs all miscellaneous labor, uses all hand and  
0 power tools, and operates all other equipment, mobile or  
1 otherwise, required for the installation of highway and street  
2 signs

3 -----

4  
5 \* TEAM0247K 04/01/2003  
6 Rates Fringes  
7 TRUCK DRIVERS:  
8 UNDERGROUND CONSTRUCTION:  
9  
0 GENESEE, MACOMB, MONROE, OAKLAND,  
1 ST. CLAIR, WASHTENAW AND WAYNE  
2 COUNTIES:  
3 GROUP 1 20.57 132.70/wk.+34.00/day  
4 GROUP 2 20.71 132.70/wk.+34.00/day  
5 GROUP 3 20.90 132.70/wk.+34.00/day  
6  
7 LAPEER AND SHIAWASSEE COUNTIES:  
8 GROUP 1 20.47 132.70/wk.+34.00/day  
9 GROUP 2 20.56 132.70/wk.+34.00/day  
0 GROUP 3 20.77 132.70/wk.+34.00/day  
1  
2 PAID HOLIDAYS:  
3 New Year's Day, Memorial Day, Fourth of July, Labor Day,  
4 Thanksgiving Day and Christmas Day.  
5  
6 SCOPE OF WORK:  
7 Excavation, site preparation, land balancing, grading, sewers,  
8 utilities and improvements; also including but not limited to,  
9 tunnels, underground piping, retention, oxidation, flocculation  
0 facilities, conduits, general excavation and steel sheeting for  
1 underground construction. Underground construction work shall  
2 not include any structural modifications, alterations, additions  
3 and repairs to buildings or highway work, including roads,  
4 streets, bridge construction and parking lots or steel erection.  
5  
6 TRUCK DRIVER CLASSIFICATIONS  
7  
8 GROUP 1: Truck driver on all trucks (EXCEPT dump trucks of 8  
9 cubic yards capacity or over, pole trailers, semis, low boys,  
0 Euclid, double bottom and fuel trucks)  
1  
2 GROUP 2: Truck driver on dump trucks of 8 cubic yards capacity  
3 or over, pole trailers, semis and fuel trucks  
4  
5 GROUP 3: Truck driver on low boy, Euclid and double bottom  
6 -----  
7  
8 WELDERS - Receive rate prescribed for craft performing operation  
9 to which welding is incidental.  
0 =====  
1  
2 Unlisted classifications needed for work not included within  
3 the scope of the classifications listed may be added after  
4 award only as provided in the labor standards contract clauses  
5 (29 CFR 5.5(a)(1)(ii)).  
6 -----  
7 In the listing above, the "SU" designation means that rates  
8 listed under that identifier do not reflect collectively  
9 bargained wage and fringe benefit rates. Other designations  
0 indicate unions whose rates have been determined to be

1 prevailing.

2

3 WAGE DETERMINATION APPEALS PROCESS

4

5 1.) Has there been an initial decision in the matter? This can  
6 be:

7

8 \* an existing published wage determination

9 \* a survey underlying a wage determination

0 \* a Wage and Hour Division letter setting forth a  
1 position on a wage determination matter

2 \* a conformance (additional classification and rate)  
3 ruling

4

5 On survey related matters, initial contact, including requests  
6 for summaries of surveys, should be with the Wage and Hour  
7 Regional Office for the area in which the survey was conducted  
8 because those Regional Offices have responsibility for the  
9 Davis-Bacon survey program. If the response from this initial  
0 contact is not satisfactory, then the process described in 2.)  
1 and 3.) should be followed.

2

3 With regard to any other matter not yet ripe for the formal  
4 process described here, initial contact should be with the Branch  
5 of Construction Wage Determinations. Write to:

6

7 Branch of Construction Wage Determinations  
8 Wage and Hour Division  
9 U. S. Department of Labor  
0 200 Constitution Avenue, N. W.  
1 Washington, D. C. 20210

2

3 2.) If the answer to the question in 1.) is yes, then an  
4 interested party (those affected by the action) can request  
5 review and reconsideration from the Wage and Hour Administrator  
6 (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

7

8 Wage and Hour Administrator  
9 U.S. Department of Labor  
0 200 Constitution Avenue, N. W.  
1 Washington, D. C. 20210

2

3 The request should be accompanied by a full statement of the  
4 interested party's position and by any information (wage payment  
5 data, project description, area practice material, etc.) that the  
6 requestor considers relevant to the issue.

7

8 3.) If the decision of the Administrator is not favorable, an  
9 interested party may appeal directly to the Administrative Review  
0 Board (formerly the Wage Appeals Board). Write to:

1

2 Administrative Review Board  
3 U. S. Department of Labor  
4 200 Constitution Avenue, N. W.  
5 Washington, D. C. 20210

6

7 4.) All decisions by the Administrative Review Board are final.



BRS Document Viewer  
General Decision Number MI020062

General Decision Number MI020062  
Superseded General Decision No. MI010062  
State: Michigan Construction Type:  
RESIDENTIAL  
County(ies):  
MACOMB OAKLAND  
MONROE WAYNE  
RESIDENTIAL CONSTRUCTION PROJECTS (consisting of single family  
homes and apartments up to and including 4 stories)  
Modification Number Publication Date  
0 03/01/2002  
1 03/08/2002  
2 03/15/2002  
3 08/30/2002  
4 12/20/2002  
5 03/28/2003  
6 04/04/2003

COUNTY(ies):

MACOMB OAKLAND  
MONROE WAYNE

ASBE0025D 06/01/2002

	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
INSULATOR/ASBESTOS WORKER		
Includes the application of all		
insulating materials, protective		
coverings, coatings, and finishings		
to all types of mechanical systems	26.52	14.33

FOOTNOTE:

Work requiring a spray coating in the application: Five percent  
(5%) per hour additional.

-----  
ASBE0045D 07/01/2001

	Rates	Fringes
MONROE COUNTY:		
INSULATOR/ASBESTOS WORKER		
Includes the application of all		
insulating materials, protective		
coverings, coatings, and finishings		
to all types of mechanical systems	24.92	11.21

-----  
BRMI0001A 06/01/2002

	Rates	Fringes
BRICKLAYER	23.45	4.36

FOOTNOTES:

Using acid material in laying bricks: \$2.00 per hour  
additional.  
Working on two point swing stage: \$2.00 per hour additional.  
Sandblasting: \$2.00 per hour additional.  
Laying carbon material: \$2.00 per hour additional.  
Gunite work: \$2.00 per hour additional.  
Hot work: \$3.00 per hour additional.

-----		
BRMI0001D	06/01/2002	
	Rates	Fringes
MONROE COUNTY:		
CEMENT MASONS:		
Cement mason	28.48	8.49
Grinding and chipping hammers on walls and ceilings	28.71	8.52
Swing stage 15' above or below grade	28.82	8.54
-----		
BRMI0009V	06/01/1998	
	Rates	Fringes
MONROE COUNTY (west of Rawsonville Rd. or a continuation of the Washtenaw and Wayne county line):		
MARBLE, TERRAZZO AND TILE SETTER	19.70	6.87
TILE FINISHER	17.70	6.87
FOOTNOTE:		
Sand blasting, an additional 25 cents per hour.		
Two point swing stage, an additional 50 cents per hour.		
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BRMI0032C	06/01/2002	
	Rates	Fringes
MACOMB COUNTY; MONROE COUNTY (east of Rawsonville Rd. or a continuation of the Washtenaw and Wayne County line); OAKLAND AND WAYNE COUNTIES:		
MARBLE MASON	25.06	11.27
TERRAZZO WORKER	24.59	11.27
TILE SETTER	24.49	11.27
MARBLE FINISHER	19.87	11.62
TERRAZZO FINISHER	20.27	11.62
TILE FINISHER	19.89	11.62
FOOTNOTES:		
Work on scaffolding over 15 ft.: \$1.25 per hour additional.		
Swing stage work: \$1.50 per hour additional.		
Terrazzo grinding: \$0.50 per hour above the terrazzo finisher rate.		
Terrazzo work grinding vertical work and stairs: \$1.50 per hour above the terrazzo finisher rate.		
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CARP1045D	06/01/2001	
	Rates	Fringes
LATHER	24.907	36.08% + 3.81
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CARP1045H	06/01/2001	
	Rates	Fringes
SOFT FLOOR LAYER	23.38	10.29
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CARP1234A	08/01/2001	
	Rates	Fringes
CARPENTER:		
Single-family homes and detached condominiums	21.12	6.17
Multi-family - condominiums	23.655	6.495
-----		
ELEC0008H	06/01/2001	

	Rates	Fringes
MONROE COUNTY:		
ELECTRICIAN	28.98	4.5% + 8.00
FOOTNOTES:		

When a worker is required to make up cables, pot heads, or splices on lead cable: 5% per hour additional.

Work where respiratory conditions exist and protective equipment is used: 5% per hour additional.

Work on structures outside of buildings such as water towers, smoke stacks, radio and television towers, more than 75 ft. above the ground; also similar structures 30 ft. above the roofs of buildings on which the work is being performed; also, work in caissons and tunnels more than 30 ft. in depth and in tunnels under air pressure: 5% per hour additional.

Work performed 40 ft. above any floor or pit floor (except work performed in a "bucket truck" or from a properly erected State approved scaffold) or any height above any hazardous location, such as acid pits, machinery, etc.: 5% per hour additional.

Work welding or torch cutting any metal or rod that gives off toxic fumes for a period of one hour or more (short periods of time to be accumulative in the course of the day): 5% per hour additional.

Compounding of special skills and/or hazardous pay shall not exceed a total of 10%.

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ELEC0058D 06/01/2002

	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
ELECTRICIANS:		
Work on sound and communications/limited-energy systems (including inter-communication public address, paging, music, security systems, nurse call systems, telecommunications (voice and data), fiber optic cabling systems, sound systems, broadband systems, computer network systems, CCTV systems, fire detection/signaling systems, and temperature control systems)	25.97	3% + 4.77
All other work on single family homes and apartments up to and including 3 stories	19.20	3% + 8.11
All other work on 4-story apartment buildings	33.15	3% + 10.58

FOOTNOTES:

All other work on 4-story apartment buildings:

Work on a suspended swinging scaffold, bosun chair or swinging crane inside or outside of buildings at elevations in excess of 60 ft. above the surface immediately below (does not include work performed from catwalks with guardrails on swinging cranes): 15% per hour additional.

Work requiring the use of gas masks (does not apply to the use of dust respirators): 15% additional.



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ELEV0036A 07/02/2002

	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
ELEVATOR MECHANIC	30.965	7.455

FOOTNOTE:

Vacation Pay: 8% with 5 or more years of service, 6% for 6 months to 5 years service. Paid Holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Friday after, and Christmas Day.

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ELEV0044D 08/01/2000

	Rates	Fringes
MONROE COUNTY:		
ELEVATOR MECHANIC	28.385	7.195

FOOTNOTE:

Vacation Pay: 8% with 5 or more years of service, 6% for 6 months to 5 years service. Paid Holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Friday after, and Christmas Day.

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ENGI0324Z 06/01/2002

	Rates	Fringes
POWER EQUIPMENT OPERATORS:		
GROUP 1	34.06	11.65
GROUP 2	32.56	11.65
GROUP 3	31.06	11.65
GROUP 4	30.76	11.65
GROUP 5	29.94	11.65
GROUP 6	29.08	11.65
GROUP 7	28.11	11.65
GROUP 8	26.40	11.65
GROUP 9	19.69	11.65
GROUP 10	18.66	11.65

FOOTNOTES:

Tower cranes: to be paid the crane operator rate determined by the combined length of the mast and the boom. If the worker must climb 50 ft. or more to the work station, \$.25 per hour additional.

Derrick and cranes where the operator must climb 50 ft. or more to the work station, \$.25 per hour additional to the applicable crane operator rate.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Crane with boom and jib or leads 400' or longer  
GROUP 2: Crane with boom and jib or leads 300' or longer  
GROUP 3: Crane with boom and jib or leads 220' or longer  
GROUP 4: Crane with boom and jib or leads 140' or longer  
GROUP 5: Crane with boom and jib or leads 120' or longer  
GROUP 6: Regular crane operator, job mechanic, and concrete pump with boom operator  
GROUP 7: Regular engineer  
GROUP 8: Engineer when operating forklift, lull, extend-a-boom forklift  
GROUP 9: Engineer when operating compressor or welding machine  
GROUP 10: Fire tender or oiler

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ENGI03250 10/01/2001

	Rates	Fringes
POWER EQUIPMENT OPERATORS:		
HAZARDOUS WASTE REMOVAL:		
LEVEL A:		
GROUP 1	28.28	11.15
GROUP 2	24.75	11.15
Engineer when operating crane with boom and jib or leads 220' or longer	31.23	11.15
Engineer when operating crane with boom and jib or leads 140' or longer	30.93	11.15
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	29.25	11.15
LEVELS B AND C:		
GROUP 1	27.33	11.15
GROUP 2	23.80	11.15
Engineer when operating crane with boom and jib or leads 220' or longer	30.28	11.15
Engineer when operating crane with boom and jib or leads 140' or longer	29.98	11.15
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	28.30	11.15
LEVEL D:		
GROUP 1	26.03	11.15
GROUP 2	22.50	11.15
Engineer when operating crane with boom and jib or leads 220' or longer	28.98	11.15
Engineer when operating crane with boom and jib or leads 140' or longer	28.68	11.15
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	27.00	11.15
LEVEL D WHEN CAPPING LANDFILL:		
GROUP 1	25.78	11.15
GROUP 2	22.25	11.15
Engineer when operating crane with boom and jib or leads 220' or longer	28.73	11.15
Engineer when operating crane with boom and jib or leads 140' or longer	28.43	11.15
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom	26.76	11.15
HAZARDOUS WASTE REMOVAL CLASSIFICATIONS		
GROUP 1: Backhoe, batch plant operator, clamshell, concrete		

breaker when attached to hoe, concrete cleaning decontamination machine operator, concrete pump, concrete paver, crusher, dozer, elevating grader, endloader, farm tractor (90 h.p. and higher), gradall, grader, heavy equipment robotics operator, loader, pug mill, pumpcrete machines, pump trucks, roller, scraper (self-propelled or tractor drawn), side boom tractor, slip form paver, slop paver, trencher, ultra high pressure waterjet cutting tool system operator, vactors, vacuum blasting machine operator, vertical lifting hoist, vibrating compaction equipment (self-propelled), and well drilling rig

GROUP 2: Air compressor, concrete breaker when not attached to hoe, elevator, end dumps, equipment decontamination operator, farm tractor (less than 90 h.p.), forklift, generator, heater, mulcher, pigs (portable reagent storage tanks), power screens, pumps (water), stationary compressed air plant, sweeper, and welding machine

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 ENGI0326Q 09/01/2002

	Rates	Fringes
POWER EQUIPMENT OPERATORS:		
UNDERGROUND CONSTRUCTION:		
GROUP 1	26.73	11.65
GROUP 2	23.00	11.65
GROUP 3	22.27	11.65
GROUP 4	21.70	11.65

#### POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Backfiller tamper; Backhoe; Batch plant operator (concrete); Clamshell; Concrete paver (2 drums or larger); Conveyor loader (Euclid type); Crane (crawler, truck type or pile driving); Dozer; Dragline; Elevating grader; Endloader; Gradall (and similar type machine); Grader; Mechanic; Power shovel; Roller (asphalt); Scraper (self-propelled or tractor drawn); Side boom tractor (type D-4 or equivalent and larger); Slip form paver; Slope paver; Trencher (over 8 ft. digging capacity); Well drilling rig; Concrete pump with boom operator

GROUP 2: Boom truck (power swing type boom); Crusher; Hoist; Pump (1 or more - 6-in. discharge or larger - gas or diesel-powered or powered by generator of 300 amperes or more - inclusive of generator); Side boom tractor (smaller than type D-4 or equivalent); Sweeper (Wayne type and similar equipment); Tractor (pneu-tired, other than backhoe or front end loader); Trencher (8-ft. digging capacity and smaller)

GROUP 3: Air compressors (600 cfm or larger); Air compressors (2 or more - less than 600 cfm); Boom truck (non-swinging, non-powered type boom); Concrete breaker (self-propelled or truck mounted - includes compressor); Concrete paver (1 drum - 1/2 yd. or larger); Elevator (other than passenger); Maintenance person; Pump (2 or more - 4-in. up to 6-in. discharge - gas or diesel powered - excluding submersible pumps); Pumpcrete machine (and similar equipment); Wagon drill (multiple); Welding machine or generator (2 or more - 300 amp. or larger - gas or diesel powered)

GROUP 4: Boiler; Concrete saw (40 hp or over); Curing machine (self-propelled); Farm tractor (with attachment); Finishing machine (concrete); Fire person; Hydraulic pipe pushing machine; Mulching equipment; Oiler; Pumps (2 or more up to 4-in.

discharge, if used 3 hours or more a day, gas or diesel powered -  
excluding submersible pumps); Roller (other than asphalt); Stump  
remover; Trencher (service); Vibrating compaction equipment,  
self-propelled (6 ft. wide or over); End dump operator

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IRON0025T	06/01/2001	
	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
IRONWORKERS:		
Ornamental, structural,		
precast erector	25.09	17.48
Fence erector	18.37	12.88
Siding & decking	20.56	15.41
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IRON0025U	04/01/2001	
	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
IRONWORKER - PRE-ENGINEERED METAL		
BUILDING ERECTOR	19.50	13.04
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IRON0026J	06/01/2001	
	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
IRONWORKERS:		
Machinery mover, rigger and		
machinery erector	22.11	15.48
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IRON0026Q	06/01/2001	
	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
IRONWORKERS:		
Reinforcing	23.50	15.51
Wire mesh	19.87	14.24
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IRON0055F	07/01/2002	
	Rates	Fringes
MONROE COUNTY:		
IRONWORKER:		
Pre-engineered metal buildings;		
flat road mesh	19.43	12.41
Fences & guardrails	18.43	12.02
All other residential work	24.15	12.41
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LABO0005K	10/01/2001	
	Rates	Fringes
LABORERS:		
HAZARDOUS WASTE ABATEMENT:		
MACOMB AND WAYNE COUNTIES:		
Work performed inside the building		
and up to and including 5 ft.		
outside the building:		
Work performed in conjunction		
with site preparation not		
requiring the use of		
personal protective		
equipment; Also, Level D	22.05	8.16
Levels A, B or C	23.05	8.16

Work performed over 5 ft.  
outside the building:

Work performed in conjunction  
with site preparation not  
requiring the use of  
personal protective  
equipment; Also, Level D

20.60

7.26

Levels A, B or C

21.60

7.26

OAKLAND COUNTY:

Work performed in conjunction  
with site preparation not  
requiring the use of  
personal protective  
equipment; Also, Level D

22.05

8.16

Levels A, B or C

23.05

8.16

MONROE COUNTY:

Work performed inside the building  
and up to and including 5 ft.  
outside the building:

Work performed in conjunction  
with site preparation not  
requiring the use of  
personal protective  
equipment; Also, Level D

22.85

7.10

Levels A, B or C

23.85

7.10

Work performed over 5 ft.  
outside the building:

Work performed in conjunction  
with site preparation not  
requiring the use of  
personal protective  
equipment; Also, Level D

20.30

5.26

Levels A, B or C

21.30

5.26

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LABO0259W 08/01/2002

Rates

Fringes

ASBESTOS LABORERS

Includes removing and disposing  
of all insulation materials from  
walls, ceilings, floors, columns,  
and all other non-mechanical  
surfaces; and removal of  
insulating materials from  
mechanical systems that are to  
be demolished; loading/unloading  
of bagged and tagged materials  
at the disposal site (includes  
lead paint abatement clean-up)

(For Macomb and Wayne Counties,

work outside of buildings only) 18.73

6.65

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LABO0334T 07/01/2001

Rates

Fringes

LANDSCAPE LABORERS:

GROUP 1

15.63

3.25

GROUP 2

11.91

3.25

LANDSCAPE LABORER CLASSIFICATIONS

GROUP 1: Landscape specialist, including air, gas and diesel equipment operator and lawn sprinkler installer

GROUP 2: Landscape laborer: small power tool operator, material mover and truck driver

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LABO0334U 06/01/2002

	Rates	Fringes
MACOMB AND WAYNE COUNTIES:		
LABORERS:		
GROUP 1	22.80	8.71
GROUP 2	23.06	8.71
GROUP 3	23.55	8.71
GROUP 4	17.35	8.71
GROUP 5	23.30	8.71
GROUP 6	24.05	8.71

LABORER CLASSIFICATIONS

GROUP 1: Construction laborer, mason tender, carpenter tender, drywall handler, cement finisher tender and concrete chute and concrete bucket handler

GROUP 2: Signal person (on sewer and caisson work); air, electric or gasoline tool operator (including concrete vibrator operator, acetylene torch and air hammer operator), scaffold builder, caisson worker

GROUP 3: Lansing burner, blaster and powder person; air, electric or gasoline tool operator (blast furnace work or battery work)

GROUP 4: Cleaner/sweeper laborer

GROUP 5: Burning bar and oxy-acetylene gun

GROUP 6: Expediter person, top person and/or bottom person (blast furnace or battery work)

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LABO0335F 09/01/2001

	Rates	Fringes
LABORERS:		
OPEN CUT:		
SCOPE OF WORK:		

Open cut construction work shall be construed to mean work which requires the excavation of earth such as residential building site excavation and preparation, land balancing, demolition and removal of concrete and underground appurtenances, grading, paving, sewers, utilities and improvements; retention, oxidation, flocculation and irrigation facilities, and also including but not limited to underground piping, conduits, steel sheeting for underground construction, and all work incidental thereto, and general excavation.

MACOMB, OAKLAND AND WAYNE COUNTIES:

GROUP 1	20.00	7.47
GROUP 2	20.11	7.47
GROUP 3	20.16	7.47
GROUP 4	20.24	7.47
GROUP 5	20.30	7.47
GROUP 6	17.75	7.47
GROUP 7	14.37	7.47

MONROE COUNTY:

GROUP 1	19.85	5.32
GROUP 2	19.96	5.32
GROUP 3	20.08	5.32

GROUP 4	20.15	5.32
GROUP 5	20.30	5.32
GROUP 6	17.60	5.32
GROUP 7	14.24	5.32

#### OPEN CUT LABORER CLASSIFICATIONS

GROUP 1: Construction laborer

GROUP 2: Mortar and material mixer, concrete form person, signal person, well point person, manhole, headwall and catch basin builder, guard rail builder, headwall, seawall, breakwall, dock builder and fence erector

GROUP 3: Air, gasoline and electric tool operator, vibrator operator, driller, pump person, tar kettle operator, bracer, rodder, reinforced steel or mesh person (e.g., wire mesh, steel mats, dowel bars, etc.), welder, pipe jacking and boring person, wagon drill and air track operator and concrete saw operator (under 40 h.p.), windlass and tugger person and directional boring person

GROUP 4: Trench or excavating grade person

GROUP 5: Pipe layer (including crock, metal pipe, multi-plate or other conduits)

GROUP 6: Grouting person, audio-visual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work

GROUP 7: Restoration laborer, seeding, sodding, planting, cutting, mulching and top soil grading; and the restoration of property such as replacing mailboxes, wood chips, planter boxes, flagstones, etc.

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LABO0465C 06/01/2002

	Rates	Fringes
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#### MONROE COUNTY:

##### LABORERS:

GROUP 1	23.76	7.49
GROUP 2	23.96	7.49
GROUP 3	24.26	7.49
GROUP 4	18.10	7.49

#### LABORER CLASSIFICATIONS

GROUP 1: Laborer, concrete chute and bucket handler

GROUP 2: Mortar mixer, including concrete and mortar 1-2 cu. yd. or smaller machine, or by hand in a mortar box; mason tender, plaster tender, portable mixer operator, air, diesel, electric, gasoline tool operator (including concrete vibrator operator and acetylene torch), caisson worker, signal person on concrete pours only

GROUP 3: Hazardous work: employees required to wear acid resistant clothing, heat resistant clothing or radiation protective clothing

GROUP 4: Cleaner, sweeper

#### FOOTNOTES:

On steeples, towers, silos, stacks and spires, the base wage for work performed shall be fifty cents (\$0.50) over the construction laborer rate, or applicable rate. The fifty cents per hour differential shall start at the ground level.

Scuba-diving: One hundred dollars (\$100.00) per day plus twenty dollars (\$20.00) for maintenance of individuals personal diving equipment.

Dynamite and blasters: One dollar (\$1.00) per hour over

construction laborer rate.

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LABO1076B 06/01/2002		
	Rates	Fringes
OAKLAND COUNTY:		
LABORERS:		
GROUP 1	22.80	8.71
GROUP 2	23.06	8.71
GROUP 3	23.55	8.71
GROUP 4	23.30	8.71
GROUP 5	17.35	8.71
LABORER CLASSIFICATIONS		
GROUP 1: Construction laborer, mason tender, carpenter tender, drywall handler, concrete chute and concrete bucket handler, and cement finisher tender		
GROUP 2: Signal person (on sewer and caisson work); air, electric or gasoline tool operator (including concrete vibrator operator, acetylene torch and air hammer operator); scaffold builder; caisson worker		
GROUP 3: Lansing burner, blaster and powder person		
GROUP 4: Burning bar and oxy-acetylene gun, expediter person, top and/or bottom person (blast furnace work)		
GROUP 5: Cleaner/sweeper laborer		

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PAIN0022D 06/01/2001		
	Rates	Fringes
DRYWALL FINISHER (in Monroe County, does not include Level 5 work (covering the whole board)):		
Work on single family homes and apartments up to and including 3 stories (does not include high-rise apartments, condominiums, hotels, motels, convalescent homes, medical centers and other such commercial businesses)	19.35	9.67
All other residential work	22.73	9.70

PAINTER:		
Work on single family homes and apartments up to and including 3 stories (does not include high-rise apartments, condominiums, hotels, motels, convalescent homes, medical care centers and other such commercial businesses)	18.15	9.72
All other residential work	22.39	9.75

FOOTNOTES:

Drywall finisher:

Work spraying texture: \$0.50 per hour additional.

Painter:

For all spray work and drywall finishers rigging for spray work, also blowing off (applies only to workers doing rigging for spray work on off-the-floor work; does not include setting up or moving rigging on floor surfaces, nor does it apply to workers engaged in covering up or tending spray equipment): \$0.80 per



hour additional.

For all sandblasting and spray work performed on highway bridges, overpasses, tanks or steel: \$0.80 per hour additional.

For all brushing, cleaning and other preparatory work (other than spraying or steeplejack work) at scaffold heights of fifty (50) feet from the ground or higher: \$0.50 per hour additional.

For all preparatorial work on painting performed on open steel under forty (40) feet when no scaffolding is involved: \$0.50 per hour additional.

For all swing stage work - window jacks and window belts - exterior and interior: \$0.50 per hour additional.

For all spray work and sandblaster work to a scaffold height of forty (40) feet above ground level: \$0.80 per hour additional.

For all preparatorial work and painting on all highway bridges or overpasses up to forty (40) feet in height: \$0.50 per hour additional.

For all steeplejack work performed where the elevation is forty (40) feet or more: \$1.25 per hour additional.

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PAIN0357D 06/01/2002

	Rates	Fringes
GLAZIER	25.50	9.65

PAID HOLIDAYS: New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day; provided that the employee has worked the last full regular scheduled work day prior to the holiday, and the first full regular scheduled work day following the holiday, provided the employee is physically able to work.

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PLAS0067B 06/01/2001

	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES: PLASTERER	27.54	8.03

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PLAS0886H 07/01/2001

	Rates	Fringes
MONROE COUNTY: CEMENT MASON	23.53	9.27

FOOTNOTES:

Work on all swing stages, underground and tunnel work, on all types of grinders used on concrete construction: \$0.35 per hour additional.

Continuous pour (work on all field construction by jump or slip method of hollow concrete columns such as chimneys, silos and bins, and multiple-celled silos as used in cement and grain storage): \$2.00 per hour additional.

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PLAS0886I 07/01/2001

	Rates	Fringes
MONROE COUNTY: DRYWALL TAPER (Level 5 work only - covers the whole board)	21.90	8.22
PLASTERER	23.26	8.22

FOOTNOTES:

Work on swing stage: \$0.25 per hour additional.

Nozzle operator or operator of the plastering Browning gun: \$0.75 per hour additional.

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PLUM0098D	06/01/2000	
	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
PLUMBER:		
Work on single family homes and apartments up to and including 3 stories	22.20	8.85
Work on 4-story apartment buildings	26.83	10.88
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PLUM0636F	06/01/2002	
	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
PIPEFITTER		
	32.01	13.10
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PLUM0671B	07/01/2002	
	Rates	Fringes
MONROE COUNTY:		
PLUMBER & PIPEFITTER:		
Work on single family homes and multiple dwellings up to 8 individual units per complex, including townhouses, condos and apartments	21.77	8.92
All other residential work	27.84	11.37
FOOTNOTES:		
Work performed on scaffolds, ladders, picks, staging and structural steel 40 ft. above any floor or pit floor or any height above any hazardous locations such as acid pits, moving machinery, etc.: 10% per hour additional. The 40 ft. shall be determined by the height of the work and not where an employee stands.		
Respiratory conditions and poor air quality: Where this condition is found to exist: 10% per hour additional.		
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ROOF0134F	07/01/2001	
	Rates	Fringes
MONROE COUNTY:		
ROOFER		
	22.60	8.08
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ROOF0149J	06/01/2001	
	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
ROOFERS:		
Roofer	24.46	12.65
Slater	25.61	12.65
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* SFMI0669G	04/01/2003	
	Rates	Fringes
MONROE COUNTY:		
SPRINKLER FITTER (FIRE)		
	31.11	8.10
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SFMI0704B	08/01/2002	
	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
SPRINKLER FITTER (fire)		
	33.48	11.94

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SHEE0033V 07/01/2001

	Rates	Fringes
MONROE COUNTY:		
SHEET METAL WORKER:		
Work on any single family dwelling or multiple family housing unit where each individual family unit is conditioned by a separate and independent unit or system	13.48	5.23
All other residential work	26.73	10.47

FOOTNOTES:

All other residential work:  
Work subject to a free fall of forty (40) ft. or more: \$1.00 per hour additional.  
Work performed over operative unguarded machinery or over heat-producing vessels which are operating and which have increased the temperature to at least 125 degrees: \$1.00 per hour additional.  
Work performed with a helicopter: \$1.00 per hour additional.  
Height and hazard pay premiums shall not be compounded.

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SHEE0080E 06/01/2002

	Rates	Fringes
MACOMB, OAKLAND AND WAYNE COUNTIES:		
SHEET METAL WORKER:		
Work on any single family home or multiple family housing unit, up to and including four stories, where each individual family apartment is individually conditioned by a separate and independent unit or system	16.79	6.27
Siding and decking	21.33	8.77
All other residential work	28.34	17.00

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TEAM0247E 06/01/2002

	Rates	Fringes
TRUCK DRIVERS:		
GROUP 1	24.11	a
GROUP 2	24.26	a
GROUP 3	24.36	a

PAID HOLIDAYS:

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If any of the above holidays fall on a Sunday, the following Monday shall be considered the holiday.

FOOTNOTE:

a. \$139.70 per week, plus \$30.80 per day, plus the following vacation pay:

Drivers who have been in the employ of their company for 3 years or less: \$0.60 per hour.

Drivers who have been in the employ of their company for 4 years through 10 years: \$1.00 per hour.

Drivers who have been in the employ of their company for 11 years through 15 years: \$1.45 per hour.

Drivers who have been in the employ of their company for 16 years and longer: \$1.85 per hour.

#### TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Truck driver on all trucks except semi trucks or tractor trailers, pole trailers, lowboys, straddle carriers, double bottom and special load permit vehicles

0 GROUP 2: Truck driver on semi trucks or tractor trailers  
1 except pole trailer driver, lowboy driver, straddle  
2 carriers, double bottom and special load permit vehicles

3  
4 GROUP 3: Pole trailer driver, lowboy driver, straddle  
5 carriers double bottom driver, special permit load driver &  
6 fuel truck driver

7 -----  
8

9 WELDERS - Receive rate prescribed for craft performing operation  
0 to which welding is incidental.

1 =====  
2

3 Unlisted classifications needed for work not included within  
4 the scope of the classifications listed may be added after  
5 award only as provided in the labor standards contract clauses  
6 (29 CFR 5.5(a)(1)(ii)).

7 -----  
8

8 In the listing above, the "SU" designation means that rates  
9 listed under that identifier do not reflect collectively  
0 bargained wage and fringe benefit rates. Other designations  
1 indicate unions whose rates have been determined to be  
2 prevailing.

3

#### 4 WAGE DETERMINATION APPEALS PROCESS

5

6 1.) Has there been an initial decision in the matter? This can  
7 be:

8

9 \* an existing published wage determination

0 \* a survey underlying a wage determination

1

2 \* a Wage and Hour Division letter setting forth a

3 position on a wage determination matter

4 \* a conformance (additional classification and rate)

5 ruling

6

7 On survey related matters, initial contact, including requests  
8 for summaries of surveys, should be with the Wage and Hour  
9 Regional Office for the area in which the survey was conducted  
0 because those Regional Offices have responsibility for the  
1 Davis-Bacon survey program. If the response from this initial  
2 contact is not satisfactory, then the process described in 2.)  
3 and 3.) should be followed.

4

5 With regard to any other matter not yet ripe for the formal  
6 process described here, initial contact should be with the Branch  
7 of Construction Wage Determinations. Write to:

8

9 Branch of Construction Wage Determinations  
0 Wage and Hour Division  
1 U. S. Department of Labor  
2 200 Constitution Avenue, N. W.  
3 Washington, D. C. 20210  
4

5 2.) If the answer to the question in 1.) is yes, then an  
6 interested party (those affected by the action) can request  
7 review and reconsideration from the Wage and Hour Administrator  
8 (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

9  
0 Wage and Hour Administrator  
1 U.S. Department of Labor  
2 200 Constitution Avenue, N. W.  
3 Washington, D. C. 20210  
4

5 The request should be accompanied by a full statement of the  
6 interested party's position and by any information (wage payment  
7 data, project description, area practice material, etc.) that the  
8 requestor considers relevant to the issue.

9  
0 3.) If the decision of the Administrator is not favorable, an  
1 interested party may appeal directly to the Administrative Review  
2 Board (formerly the Wage Appeals Board). Write to:

3  
4 Administrative Review Board  
5 U. S. Department of Labor  
6 200 Constitution Avenue, N. W.  
7 Washington, D. C. 20210  
8

9 4.) All decisions by the Administrative Review Board are final.  
0 END OF GENERAL DECISION

3

General Decision Number MI020082      Superseded General Decision No. MI010082

State: Michigan

Construction Type:

BUILDING

HEAVY

County(ies):

MACOMB

BUILDING CONSTRUCTION PROJECTS (does not include residential construction consisting of single family homes and apartments up to and including 4 stories); HEAVY CONSTRUCTION PROJECTS (does not include airport or bridge construction projects, or sewer or water line work if it is incidental to a highway construction project)

Modification Number	Publication Date
---------------------	------------------

0	03/01/2002
1	03/08/2002
2	09/06/2002
3	12/20/2002
4	12/27/2002
5	03/28/2003
6	04/04/2003

COUNTY(ies):

MACOMB

ASBE0025C    06/01/2002

	Rates	Fringes
INSULATOR/ASBESTOS WORKER		
Includes the application of all insulating materials, protective coverings, coatings, and finishings to all types of mechanical systems	26.52	14.33

FOOTNOTE:

Work requiring a spray coating in the application: Five percent (5%) per hour additional.

-----  
BOIL0169A    07/01/2002

	Rates	Fringes
BOILERMAKER	27.507	25% + 4.90

-----  
BRMI0001B    06/01/2002

	Rates	Fringes
BRICKLAYER	30.53	9.43

FOOTNOTES:

Using acid material in laying bricks: \$2.00 additional per hour.

Working on two point swing stage: \$2.25 additional per hour.

Sandblasting: \$2.00 additional per hour.

Laying carbon material: \$2.00 additional per hour.

Guniting work: \$2.00 additional per hour.

Hot work: \$3.00 additional per hour.

-----  
BRMI0001C    06/01/2002

	Rates	Fringes
CEMENT MASONS:		
Cement mason	28.48	8.49
Grinding and chipping hammers on walls and ceilings	28.71	8.52
Swing stage 15' above or below grade	28.82	8.54
-----		
BRMI0032A 06/01/2002		
	Rates	Fringes
MARBLE SETTER	25.06	11.27
TERRAZZO SETTER	24.59	11.27
TILE SETTER	24.49	11.27
MARBLE FINISHER	19.87	11.62
TERRAZZO FINISHER	20.27	11.62
TILE FINISHER	19.89	11.62
FOOTNOTES:		
Work on scaffolding over 15 ft.: \$1.25 per hour additional.		
Swing stage work: \$1.50 per hour additional.		
Terrazzo grinding: \$0.50 per hour above the terrazzo finisher rate.		
Terrazzo work grinding vertical work and stairs: \$1.50 per hour above the terrazzo finisher rate.		
-----		
CARP0687D 06/01/2001		
	Rates	Fringes
CARPENTER; DRYWALL HANGER	27.647	25.08% + 3.83
PILEDRIIVER	27.647	25.08% + 3.68
DIVER	35.779	25.08% + 3.68
FOOTNOTES:		
Piledrivers:		
Loftsperson or sticker: \$0.55 per hour additional.		
Loftsperson or sticker on heights over 150 feet: \$0.80 per hour additional.		
Welder: \$0.55 per hour additional.		
-----		
CARP1045G 06/01/2001		
	Rates	Fringes
SOFT FLOOR LAYER	23.38	10.29
-----		
CARP1045P 06/01/2001		
	Rates	Fringes
LATHER	24.907	36.08% + 3.81
-----		
CARP1102C 06/01/2002		
	Rates	Fringes
MILLWRIGHT	26.60	12.55
-----		
ELEC0017G 06/01/1998		
	Rates	Fringes
ALL COMMERCIAL WORK EXCEPT LINE CONSTRUCTION:		
Commercial technician	22.81	18.5% + 2.80
LINE CONSTRUCTION:		
Line technician	29.22	18.5% + 2.80
Cable splicer; Line technician when		

helio-arc welding	30.42	18.5% + 2.80
Combination line equipment operator and ground person	21.68	18.5% + 2.80
Combination driver/ground person	20.48	18.5% + 2.80
Ground person	18.90	18.5% + 2.80

-----  
ELEC0058E 06/01/2002

	Rates	Fringes
ELECTRICIANS:		
Work on sound and communications/limited-energy systems (including inter-communication public address, paging, music, security systems, nurse call systems, telecommunications (voice and data), fiber optic cabling systems, sound systems, broadband systems, computer network systems, CCTV systems, fire detection/signaling systems, and temperature control systems)	25.97	3% + 4.77
All other work	33.15	3% + 10.58

FOOTNOTES:

All other work:

Work on a suspended swinging scaffold, bosun chair or swinging crane inside or outside of buildings at elevations in excess of 60 ft. above the surface immediately below (does not include work performed from catwalks with guardrails on swinging cranes): 15% per hour additional.

Work on stacks, radio, television and water towers at elevations in excess of 60 ft. above the surface immediately below (does not include work performed from catwalks with guardrails on swinging cranes): 15% per hour additional.

Work under compressed air in tunnels or shafts below the ground level: 15% per hour additional.

Additionally, work requiring the use of gas masks (does not apply to the use of dust respirators): 15% additional.

-----  
ELEV0036C 07/02/2002

	Rates	Fringes
ELEVATOR MECHANIC	30.965	7.455

FOOTNOTE:

Vacation Pay: 8% with 5 or more years of service, 6% for 6 months to 5 years service. Paid Holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Friday after, and Christmas Day.

-----  
ENGI0324H 10/01/2002

	Rates	Fringes
SEWER RELINING:		
POWER EQUIPMENT OPERATORS:		
GROUP 1	24.37	8.41
GROUP 2	22.98	8.41
SEWER RELINING CLASSIFICATIONS		
GROUP 1: Operation of audio-visual closed circuit TV system,		



including remote in-ground cutter and other equipment used in connection with the CCTV system

GROUP 2: Operation of hot water heaters and circulation systems, water jetters and vacuum and mechanical debris removal systems

-----  
ENGI0324K 06/01/2002

	Rates	Fringes
POWER EQUIPMENT OPERATORS		
STEEL ERECTION:		
GROUP 1	36.44	11.65
GROUP 2	37.44	11.65
GROUP 3	34.94	11.65
GROUP 4	35.94	11.65
GROUP 5	33.44	11.65
GROUP 6	34.44	11.65
GROUP 7	33.17	11.65
GROUP 8	34.17	11.65
GROUP 9	32.72	11.65
GROUP 10	33.72	11.65
GROUP 11	31.99	11.65
GROUP 12	32.99	11.65
GROUP 13	31.63	11.65
GROUP 14	32.63	11.65
GROUP 15	30.99	11.65
GROUP 16	24.18	11.65
GROUP 17	22.77	11.65

FOOTNOTE:

Paid Holidays:

New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Engineer when operating combination of boom and jib 400' or longer

GROUP 2: Engineer when operating combination of boom and jib 400' or longer on a crane that requires an oiler

GROUP 3: Engineer when operating combination of boom and jib 300' or longer

GROUP 4: Engineer when operating combination of boom and jib 300' or longer on a crane that requires an oiler

GROUP 5: Engineer when operating combination of boom and jib 220' or longer

GROUP 6: Engineer when operating combination of boom and jib 220' or longer on a crane that requires an oiler

GROUP 7: Engineer when operating combination of boom and jib 140' or longer

GROUP 8: Engineer when operating combination of boom and jib 140' or longer on a crane that requires an oiler

GROUP 9: Tower crane and derrick operator (where operator's work station is 50 ft. or more above first sub-level)

GROUP 10: Tower crane and derrick operator (where operator's work station is 50 ft. or more above first sub-level) on a crane that requires an oiler

GROUP 11: Engineer when operating combination of boom and jib 120' or longer

GROUP 12: Engineer when operating combination of boom and jib 120' or longer on a crane that requires an oiler

GROUP 13: Crane operator and job mechanic  
 GROUP 14: Crane operator on a crane that requires an oiler  
 GROUP 15: Hoisting operator  
 GROUP 16: Compressor or welder operator  
 GROUP 17: Oiler

-----  
 ENGI0324T 09/01/2002

	Rates	Fringes
POWER EQUIPMENT OPERATORS:		
UNDERGROUND (includes sewer):		
GROUP 1	26.73	11.65
GROUP 2	23.00	11.65
GROUP 3	22.27	11.65
GROUP 4	21.70	11.65

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Backfiller tamper; Backhoe; Batch plant operator (concrete); Clamshell; Concrete paver (2 drums or larger); Conveyor loader (Euclid type); Crane (crawler, truck type or pile driving); Dozer; Dragline; Elevating grader; Endloader; Gradall (and similar type machine); Grader; Mechanic; Power shovel; Roller (asphalt); Scraper (self-propelled or tractor drawn); Side boom tractor (type D-4 or equivalent and larger); Slip form paver; Slope paver; Trencher (over 8 ft. digging capacity); Well drilling rig; Concrete pump with boom operator

GROUP 2: Boom truck (power swing type boom); Crusher; Hoist; Pump (1 or more - 6-in. discharge or larger - gas or diesel-powered or powered by generator of 300 amperes or more - inclusive of generator); Side boom tractor (smaller than type D-4 or equivalent); Sweeper (Wayne type and similar equipment); Tractor (pneu-tired, other than backhoe or front end loader); Trencher (8-ft. digging capacity and smaller)

GROUP 3: Air compressors (600 cfm or larger); Air compressors (2 or more - less than 600 cfm); Boom truck (non-swinging, non-powered type boom); Concrete breaker (self-propelled or truck mounted - includes compressor); Concrete paver (1 drum - 1/2 yd. or larger); Elevator (other than passenger); Maintenance person; Pump (2 or more - 4-in. up to 6-in. discharge - gas or diesel powered - excluding submersible pumps); Pumpcrete machine (and similar equipment); Wagon drill (multiple); Welding machine or generator (2 or more - 300 amp. or larger - gas or diesel powered)

GROUP 4: Boiler; Concrete saw (40 hp or over); Curing machine (self-propelled); Farm tractor (with attachment); Finishing machine (concrete); Fire person; Hydraulic pipe pushing machine; Mulching equipment; Oiler; Pumps (2 or more up to 4-in. discharge, if used 3 hours or more a day, gas or diesel powered - excluding submersible pumps); Roller (other than asphalt); Stump remover; Trencher (service); Vibrating compaction equipment, self-propelled (6 ft. wide or over); End dump operator

-----  
 ENGI0324U 06/01/2002

	Rates	Fringes
POWER EQUIPMENT OPERATORS:		
GROUP 1	34.06	11.65
GROUP 2	32.56	11.65
GROUP 3	31.06	11.65

GROUP 4	30.76	11.65
GROUP 5	29.94	11.65
GROUP 6	29.08	11.65
GROUP 7	28.11	11.65
GROUP 8	26.40	11.65
GROUP 9	19.69	11.65
GROUP 10	18.66	11.65

FOOTNOTES:

Tower cranes: to be paid the crane operator rate determined by the combined length of the mast and the boom. If the worker must climb 50 ft. or more to the work station, \$.25 per hour additional.

Derrick and cranes where the operator must climb 50 ft. or more to the work station, \$.25 per hour additional to the applicable crane operator rate.

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

- GROUP 1: Crane with boom and jib or leads 400' or longer
- GROUP 2: Crane with boom and jib or leads 300' or longer
- GROUP 3: Crane with boom and jib or leads 220' or longer
- GROUP 4: Crane with boom and jib or leads 140' or longer
- GROUP 5: Crane with boom and jib or leads 120' or longer
- GROUP 6: Regular crane operator, job mechanic, and concrete pump with boom operator
- GROUP 7: Regular engineer
- GROUP 8: Engineer when operating forklift, lull, extend-a-boom forklift
- GROUP 9: Engineer when operating compressor or welding machine
- GROUP 10: Fire tender or oiler

-----  
ENGI0325C 10/01/2001

	Rates	Fringes
POWER EQUIPMENT OPERATORS:		
HAZARDOUS WASTE REMOVAL:		
LEVEL A:		
GROUP 1	28.28	11.15
GROUP 2	24.75	11.15
Engineer when operating crane with boom and jib or leads 220' or longer	31.23	11.15
Engineer when operating crane with boom and jib or leads 140' or longer	30.93	11.15
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	29.25	11.15
LEVELS B AND C:		
GROUP 1	27.33	11.15
GROUP 2	23.80	11.15
Engineer when operating crane with boom and jib or leads 220' or longer	30.28	11.15
Engineer when operating crane with boom and jib or leads 140' or longer	29.98	11.15
Regular crane operator, mechanic, dragline operator, boom truck		

operator and concrete pump with boom operator	28.30	11.15
LEVEL D:		
GROUP 1	26.03	11.15
GROUP 2	22.50	11.15
Engineer when operating crane with boom and jib or leads 220' or longer	28.98	11.15
Engineer when operating crane with boom and jib or leads 140' or longer	28.68	11.15
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	27.00	11.15

LEVEL D WHEN CAPPING LANDFILL:

GROUP 1	25.78	11.15
GROUP 2	22.25	11.15
Engineer when operating crane with boom and jib or leads 220' or longer	28.73	11.15
Engineer when operating crane with boom and jib or leads 140' or longer	28.43	11.15
Regular crane operator, mechanic, dragline operator, boom truck operator and concrete pump with boom operator	26.76	11.15

HAZARDOUS WASTE REMOVAL CLASSIFICATIONS

GROUP 1: Backhoe, batch plant operator, clamshell, concrete breaker when attached to hoe, concrete cleaning decontamination machine operator, concrete pump, concrete paver, crusher, dozer, elevating grader, endloader, farm tractor (90 h.p. and higher), gradall, grader, heavy equipment robotics operator, loader, pug mill, pumpcrete machines, pump trucks, roller, scraper (self-propelled or tractor drawn), side boom tractor, slip form paver, slope paver, trencher, ultra high pressure waterjet cutting tool system operator, vactors, vacuum blasting machine operator, vertical lifting hoist, vibrating compaction equipment (self-propelled), and well drilling rig

GROUP 2: Air compressor, concrete breaker when not attached to hoe, elevator, end dumps, equipment decontamination operator, farm tractor (less than 90 h.p.), forklift, generator, heater, mulcher, pigs (portable reagent storage tanks), power screens, pumps (water), stationary compressed air plant, sweeper, and welding machine

-----  
ENGI0325P 05/01/2002

	Rates	Fringes
POWER EQUIPMENT OPERATORS:		
GAS DISTRIBUTION AND DUCT INSTALLATION WORK:		
GROUP 1	23.30	11.65
GROUP 2	23.17	11.65
GROUP 3	22.04	11.65
GROUP 4	21.47	11.65

SCOPE OF WORK:

The construction, installation, treating and reconditioning of

pipelines transporting gas vapors within cities, towns, subdivisions, suburban areas, or within private property boundaries, up to and including private meter settings of private industrial, governmental or other premises, more commonly referred to as "distribution work," starting from the first metering station, connection, similar or related facility, of the main or cross country pipeline and including duct installation.

POWER EQUIPMENT - GAS DISTRIBUTION CLASSIFICATIONS

GROUP 1: Backhoe, crane, grader, mechanic, dozer (D-6 equivalent or larger), side boom (D-4 equivalent or larger), trencher, endloader (2 yd. capacity or greater)

GROUP 2: Dozer (less than D-6 equivalent), endloader (under 2 yd. capacity), side boom (under D-4 capacity), backfiller, pumps (1 or 2 of 6-inch discharge or greater), boom truck (with powered boom), tractor (wheel type other than backhoe or front endloader)

GROUP 3: Tamper (self-propelled), boom truck (with non-powered boom), concrete saw (20 hp or larger), pumps (2 to 4 under 6-inch discharge), compressor (2 or more or when one is used continuously into the second day)

GROUP 4: Oiler, hydraulic pipe pushing machine, grease person

-----		
IRON0025Q	04/01/2001	
	Rates	Fringes
IRONWORKERS - PRE-ENGINEERED METAL		
BUILDING ERECTOR	19.50	13.04
-----		
IRON0025Y	06/01/2001	
	Rates	Fringes
IRONWORKERS:		
Machinery mover, rigger and machinery erector	22.11	15.48
-----		
IRON0026M	06/01/2001	
	Rates	Fringes
IRONWORKERS:		
Reinforcing	23.50	15.51
Wire mesh	19.87	14.24
-----		
IRON0026R	06/01/2001	
	Rates	Fringes
IRONWORKERS:		
Ornamental, structural, precast erector	25.09	17.48
Fence erector	18.37	12.88
-----		
LABO0005T	10/01/2001	
	Rates	Fringes
LABORERS:		
HAZARDOUS WASTE ABATEMENT:		
Work performed inside the building and up to and including 5 ft. outside the building:		
Work performed in conjunction with site preparation not requiring the use of		

personal protective equipment; Also, Level D	22.05	8.16	
Levels A, B or C	23.05	8.16	
Work performed over 5 ft. outside the building:			
Work performed in conjunction with site preparation not requiring the use of personal protective equipment; Also, Level D	20.60	7.26	
Levels A, B or C	21.60	7.26	

-----  
LABO02590 09/01/2001

	Rates	Fringes
LABORERS:		
TUNNEL, SHAFT & CAISSON:		
GROUP 1	20.15	7.47
GROUP 2	20.26	7.47
GROUP 3	20.32	7.47
GROUP 4	20.50	7.47
GROUP 5	20.76	7.47
GROUP 6	21.08	7.47
GROUP 7	14.36	7.47

#### SCOPE OF WORK:

Tunnel, shaft and caisson work of every type and description and all operations incidental thereto, including, but not limited to, shafts and tunnels for sewers, water, subways, transportation, diversion, sewerage, caverns, shelters, aquafers, reservoirs, missile silos and steel sheeting for underground construction.

#### LABORER CLASSIFICATIONS

GROUP 1: Tunnel, shaft and caisson laborer, dump, shanty, hog house tender, testing (on gas)

GROUP 2: Manhole, headwall, catch basin builder, bricklayer tender, mortar, material mixer, fence erector and guard rail builder

GROUP 3: Air tool operator (jackhammer, bush hammer and grinder), first bottom, second bottom, cage tender, car pusher, carrier, concrete, concrete form, concrete repair, cement invert laborer, cement finisher, concrete shoveler, conveyor, floor, gasoline and electric tool operator, gunite, grout operator, welder, heading dinky person, inside lock tender, pea gravel operator, pump, outside lock tender, scaffold, top signal person, switch person, track, tugger, utility person, vibrator, winch operator, pipe jacking, wagon drill and air track operator and concrete saw operator (under 40 h.p.)

GROUP 4: Tunnel, shaft and caisson mucker, bracer, liner plate, long haul dinky driver and well point

GROUP 5: Tunnel, shaft and caisson miner, drill runner, key board operator, power knife operator, reinforced steel or mesh (e.g. wire mesh, steel mats, dowel bars, etc.)

GROUP 6: Dynamite and powder

GROUP 7: Restoration laborer, seeding, sodding, planting, cutting, mulching and top soil grading; and the restoration of property such as replacing mailboxes, wood chips, planter boxes, flagstones, etc.

-----  
LABO0260E 08/01/2001

	Rates	Fringes
ASBESTOS LABORERS		
Includes removing and disposing of all insulation materials from walls, ceilings, floors, columns, and all other non-mechanical surfaces; and removal of insulating materials from mechanical systems that are to be demolished; loading/unloading of bagged and tagged materials at the disposal site (work outside of buildings only) (includes lead paint abatement clean-up)	17.73	6.07

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LABO0334D 09/01/2002

	Rates	Fringes
LABORERS:		
OPEN CUT:		
GROUP 1	20.60	7.77
GROUP 2	20.71	7.77
GROUP 3	20.76	7.77
GROUP 4	20.84	7.77
GROUP 5	20.90	7.77
GROUP 6	18.35	7.77
GROUP 7	14.97	7.77

SCOPE OF WORK:

Open cut construction work shall be construed to mean work which requires the excavation of earth including industrial, commercial and residential building site excavation and preparation, land balancing, demolition and removal of concrete and underground appurtenances, grading, paving, sewers, utilities and improvements; retention, oxidation, flocculation and irrigation facilities, and also including but not limited to underground piping, conduits, steel sheeting for underground construction, and all work incidental thereto, and general excavation. Open cut construction work shall also be construed to mean waterfront work, piers, docks, seawalls, breakwalls, marinas and all incidental work.

Open cut construction work shall not include any structural modifications, alterations, additions and repairs to buildings, or highway work, including roads, streets, bridge construction and parking lots or steel erection work and excavation for the building itself and back filling inside of and within 5 ft. of the building and foundations, footings and piers for the building. Open cut construction work shall not include any work covered under Tunnel, Shaft and Caisson work.

LABORER CLASSIFICATIONS

GROUP 1: Construction laborer

GROUP 2: Mortar and material mixer, concrete form person, signal person, well point person, manhole, headwall and catch basin builder, guard rail builder, headwall, seawall, breakwall, dock builder and fence erector

GROUP 3: Air, gasoline and electric tool operator, vibrator operator, driller, pump person, tar kettle operator, bracer,

rodder, reinforced steel or mesh person (e.g., wire mesh, steel mats, dowel bars, etc.), welder, pipe jacking and boring person, wagon drill and air track operator and concrete saw operator (under 40 h.p.), windlass and tugger person and directional boring person

GROUP 4: Trench or excavating grade person

GROUP 5: Pipe layer (including crock, metal pipe, multi-plate or other conduits)

GROUP 6: Grouting person, audio-visual television operations and all other operations in connection with closed circuit television inspection, pipe cleaning and pipe relining work

GROUP 7: Restoration laborer, seeding, sodding, planting, cutting, mulching and top soil grading; and the restoration of property such as replacing mailboxes, wood chips, planter boxes, flagstones, etc.

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LABO0334F 07/01/2002

	Rates	Fringes
LANDSCAPE LABORERS:		
GROUP 1	16.08	3.58
GROUP 2	12.11	3.58

LANDSCAPE LABORER CLASSIFICATIONS

GROUP 1: Landscape specialist, including air, gas and diesel equipment operator and lawn sprinkler installer

GROUP 2: Landscape laborer: small power tool operator, material mover and truck driver

-----  
LABO0334I 06/01/2002

	Rates	Fringes
LABORERS:		
GROUP 1	22.80	8.71
GROUP 2	23.06	8.71
GROUP 3	23.55	8.71
GROUP 4	17.35	8.71
GROUP 5	23.30	8.71
GROUP 6	24.05	8.71

LABORER CLASSIFICATIONS

GROUP 1: Construction laborer, mason tender, carpenter tender, drywall handler, cement finisher tender and concrete chute and concrete bucket handler

GROUP 2: Signal person (on sewer and caisson work), air, electric or gasoline tool operator (including concrete vibrator operator, acetylene torch and air hammer operator); scaffold builder, caisson worker

GROUP 3: Lansing burner, blaster and powder person; air, electric or gasoline tool operator (blast furnace work or battery work)

GROUP 4: Cleaner/sweeper laborer

GROUP 5: Burning bar and oxy-acetylene gun

GROUP 6: Expediter person, top person and/or bottom person (blast furnace work or battery work)

-----  
PAIN0022C 06/01/2001

	Rates	Fringes
DRYWALL FINISHER (does not include		
Level 5 work (covering the whole		



board))	22.73	9.70
PAINTER	22.39	9.75

FOOTNOTES:

Drywall finisher:

Work spraying texture: \$0.50 per hour additional.

Painter:

For all spray work and journeyman rigging for spray work, also blowing off, \$0.80 per hour additional (applies only to workers doing rigging for spray work on off the floor work. Does not include setting up or moving rigging on floor surfaces, nor does it apply to workers engaged in covering up or tending spray equipment.

For all sandblasting and spray work performed on highway bridges, overpasses, tanks or steel, \$0.80 per hour additional.

For all brushing, cleaning and other preparatory work (other than spraying or steeplejack work) at scaffold heights of fifty (50) feet from the ground or higher, \$0.50 per hour additional.

For all preparatorial work and painting performed on open steel under forty (40) feet when no scaffolding is involved, \$0.50 per hour additional.

For all swing stage work - window jacks and window belts - exterior and interior, \$0.50 per hour additional.

For all spray work and sandblaster work to a scaffold height of forty (40) feet above the floor level, \$0.80 per hour additional.

For all preparatorial work and painting on all highway bridges or overpasses up to forty (40) feet in height, \$0.50 per hour additional.

For all steeplejack work performed where the elevation is forty (40) feet or more, \$1.25 per hour additional.

-----  
PAIN0357E 06/01/2002

	Rates	Fringes
GLAZIER	25.50	9.65

PAID HOLIDAYS: New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day; provided that the employee has worked the last full regular scheduled work day prior to the holiday, and the first full regular scheduled work day following the holiday, provided the employee is physically able to work.

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PLAS0067A 06/01/2001

	Rates	Fringes
PLASTERER	27.54	8.03

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PLUM0098F 06/01/2000

	Rates	Fringes
PLUMBER:		

Plumbing work installed in the following structures only:  
strip stores, existing  
supermarkets (tenant  
improvement), restaurants  
(except those associated  
with building structures  
using the "large rate"),  
convenience stores,

industrial park buildings (permitted plumbing), 1-story retail or office buildings up to 25,000 sq. ft., tenant work up to 25,000 sq. ft. per tenant, and medical or dental suites not owned or leased by a major hospital corporation	22.20	8.85
All other work	26.83	10.88
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PLUM0190F 05/01/2002		
	Rates	Fringes
GAS DISTRIBUTION PIPELINE:		
Welding in conjunction with gas distribution pipeline work	25.85	9.67
All other work	17.74	6.97
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PLUM0636E 06/01/2002		
	Rates	Fringes
PIPEFITTER	32.01	13.10
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ROOF0149A 06/01/2001		
	Rates	Fringes
ROOFERS:		
Roofer	24.46	12.65
Slater	25.61	12.65
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SFMI0704A 08/01/2002		
	Rates	Fringes
SPRINKLER FITTER (fire)	33.48	11.94
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SHEE0080D 06/01/2002		
	Rates	Fringes
SHEET METAL WORKER:		
Work on multiple family housing units over four stories where each individual family apartment is individually conditioned by a separate and independent unit or system; Also, work involving the installation only of individual jobs consisting of 10 tons of air conditioning and/or 200,000 B.T.U.'s of heating at any one job site, and the architectural sheet metal work on such projects)	16.79	6.27
Siding and decking	21.33	8.77
All other work	28.34	17.00
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TEAM0247A 06/01/2002		

	Rates	Fringes
TRUCK DRIVERS:		
GROUP 1	24.11	a
GROUP 2	24.26	a
GROUP 3	24.36	a

PAID HOLIDAYS:

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. If any of the above holidays fall on a Sunday, the following Monday shall be considered the holiday and, if work is performed, the rate shall be double time.

FOOTNOTE:

a. \$139.70 per week, plus \$30.80 per day, plus the following vacation pay:

Drivers who have been in the employ of their company for 3 years or less: \$0.60 per hour.

Drivers who have been in the employ of their company for 4 through 10 years: \$1.00 per hour.

Drivers who have been in the employ of their company for 11 through 15 years: \$1.45 per hour.

Drivers who have been in the employ of their company for 16 years and longer: \$1.85 per hour.

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Truck driver on all trucks except semi trucks or tractor trailers, pole trailers, lowboys, straddle carriers, double bottom and special load permit vehicles

GROUP 2: Truck driver on semi trucks or tractor trailers except pole trailer driver, lowboy driver, straddle carriers, double bottom and special load permit vehicles

GROUP 3: Pole trailer driver, lowboy driver, straddle carriers double bottom driver, special permit load driver & fuel truck driver

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\* TEAM0247L 04/01/2003

	Rates	Fringes
TRUCK DRIVERS:		
UNDERGROUND CONSTRUCTION:		
GROUP 1	20.57	132.70/wk.+34.00/day
GROUP 2	20.71	132.70/wk.+34.00/day
GROUP 3	20.90	132.70/wk.+34.00/day

PAID HOLIDAYS:

New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

SCOPE OF WORK:

Excavation, site preparation, land balancing, grading, sewers, utilities and improvements; also including, but not limited to, tunnels, underground piping, retention, oxidation, flocculation facilities, conduits, general excavation and steel sheeting for underground construction. Underground construction work shall not include any structural modifications, alterations, additions and repairs to buildings or highway work, including roads, streets, bridge construction and parking lots or steel erection.

TRUCK DRIVER CLASSIFICATIONS

GROUP 1: Truck driver on all trucks (EXCEPT dump trucks of 8 cubic yards capacity or over, pole trailers, semis, low boys, Euclid, double bottom and fuel trucks)

GROUP 2: Truck driver on dump trucks of 8 cubic yards capacity or over, pole trailers, semis and fuel trucks

GROUP 3: Truck driver on low boy, Euclid and double bottom

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29 CFR 5.5(a)(1)(ii)).

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In the listing above, the "SU" designation means that rates listed under that identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to be prevailing.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U. S. Department of Labor  
200 Constitution Avenue, N. W.  
Washington, D. C. 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N. W.  
Washington, D. C. 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

2 3.) If the decision of the Administrator is not favorable, an  
3 interested party may appeal directly to the Administrative Review  
4 Board (formerly the Wage Appeals Board). Write to:

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6           Administrative Review Board  
7           U. S. Department of Labor  
8           200 Constitution Avenue, N. W.  
9           Washington, D. C. 20210

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1 4.) All decisions by the Administrative Review Board are final.

2           END OF GENERAL DECISION